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# Local Government Service

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Vol. XV

## WORK OF A CITY ENGINEER

### SCOPE AND ORGANISATION OF HIS DEPARTMENT

By W. J. HADFIELD, C.B.E., M.Inst.C.E., City Engineer of Sheffield

**F**IRST it should be said that a description of a Municipal Engineer's work within the space allotted can only be a sketchy one.

There is much difference in the extent of the work entrusted to such an official, the broad division being between departments which deal with everything which can be placed under such a department, and others which deal only with work of an engineering character, other matters (especially the removal and disposal of refuse) being dealt with elsewhere.

Except in the larger cities the first plan is usual; in them generally, but not always, the work is divided.

Amongst the Engineers themselves there is greater variety; they may be divided roughly into three classes: (1) The man who wants to do everything himself, and who, if he is in a large town, not infrequently defeats his own object. (2) The man who objects to details. He delegates his work and deals personally only with matters of magnitude, or differences arising out of smaller ones. (3) There is a third class (and doubtless the largest) working on the principle that, however often his Council may reiterate that the Chief should not trouble himself with details, they will be critical if their Engineer is not in touch with any problem he may be questioned upon. The Engineer who belongs to this class exercises his judgment as to which details he ought to consider, and does not spend much time on others.

#### Highways

It may be said that highways work is the backbone of most Engineers' Departments. Apart from the advantage to the inhabitants of a good highway system, whatever else the visitor may miss, he sees the roads and often bases his impression of a town upon them.

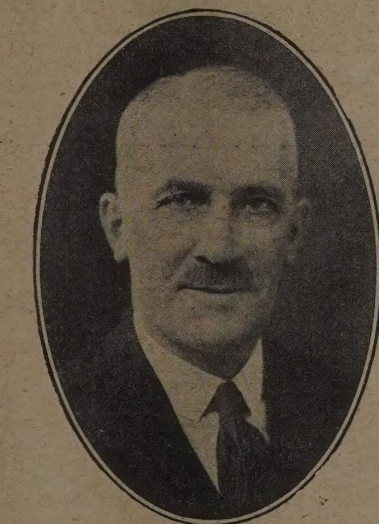
The usual method of dealing with highway work, in the large towns and in the counties, is to divide the area into districts, each under the charge of a district engineer or superintendent. This is a sound system and similar to that on which the Ministry of Transport has divided its supervision of roads throughout the country.

In smaller places, when the whole area is under the eye of the Chief, the districts will be smaller and will be managed by district foremen. When the area is large enough to justify district engineers, then probably their territory will be sub-divided into foremen's districts.

It is most necessary that the work of these sub-officials should be co-ordinated. Such men, if they are well chosen, will have their own ideas which no one would wish to suppress.

It should be part of the work of the Deputy or the Chief Assistant who is in charge of highway work to see that, while new ideas are not ignored, work in all the districts should be carried out on similar lines.

Each year when the time approaches for preparing the annual estimates, the district foremen should be required to report on the



Mr. W. J. HADFIELD, C.B.E.

condition of their roads and the work likely to be required within the next financial year. These reports will be considered and sifted by the district engineers, or in smaller areas by the Chief, and make a useful basis for the detailed estimates which have to be submitted to the Finance Committee.

#### Costing System

It is scarcely necessary to emphasise the necessity of a proper costing system. In small places this is a difficulty, but probably the engineer has sufficient personal knowledge of what is going on to enable him to judge whether time or materials are being wasted. In larger places proper costing is an absolute necessity and entails the employment of a considerable staff. If work is to be carried out economically on a large scale the Engineer must have such machinery under his control and prompt information as to the cost of work during its progress.

The writer thinks that the complaint book (if one is kept, and he suggests that it should be) is a thermometer which will give the Chief a good idea of how his subordinates are carrying out their work. If any detail deserves the attention of the head of an Engineer's Department it is complaints. If it is known that these will be investigated they are not likely to be numerous.

Nothing causes more exasperation to the engineer (however long-suffering he may be) and the road-user than for good, new work to be broken up for the purpose of laying some kind of pipe. It should be a *sine qua non* that there is a system of giving notice before any surface work is done, to all departments and

companies who may have pipes to lay, so that early interference with new work is avoided.

#### Sewerage and Drainage

Sewerage and drainage is a difficult subject on which to generalise. So much depends upon the configuration of the area drained, and the probable growth of its population. If there are good gradients little attention is necessary in the way of flushing or cleansing. If the district is flat the opposite will be the case, and there may be the complication of pumping. If pumping has to be done the "separate" system may be necessary, which means that as far as practicable the roof and surface water is separated from ordinary drainage and carried away in duplicate sewers.

The actual laying of a new sewer is usually a simple matter, but the preliminary work should be thorough. Whether the sewer is one provided by the Authority or by a land-owner, the plans should be scrutinised to ascertain that the proposed size is sufficient, not only for present but also for future requirements; and its effect upon the capacity of the sewers by means of which the sewage from the new sewer will reach the outfall also needs consideration.

#### Sewage Purification

If a layman tries to teach an engineer his business some resentment may be felt. On the same principle the writer thinks that the purification of sewage on a large scale is definitely a matter for the chemist, and the larger cities are working on these lines, though when it is a question of construction or enlargement of works, the chemist will need the help of the engineer.

Small places cannot afford to pay a fully qualified chemist, but sewage purification in a small place is not usually very complicated, and it may be assumed that the Ministry of Health, to whom schemes must be submitted, will have satisfied themselves that any scheme they approve will be such as the engineer can manage. In medium towns probably the engineer will have a young chemist on his staff.

Hitherto, towns with a sea frontage, or abutting on tidal water, have been fortunate in not needing much sewage purification. It is a fairly safe prophecy that in future there will be less latitude in that direction. Holiday resorts, for their own sake, are dealing with this matter where they have not already done so.

#### Building Inspection

In very small places building inspection may be part of the work of the engineer; in larger ones there will be an inspector (or perhaps more than one) on the engineer's staff whose work is confined to the supervision of new buildings and house drains. In the large towns and cities there is a separate staff, usually under the engineer. In the writer's city, after experience of separate working, the work has been placed in the engineer's department, and this is as

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# WORK OF A CITY ENGINEER

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it should be—so many other branches of the engineer's work are affected.

At the head of the sub-department is a fully qualified man—the building surveyor—who has a staff of district inspectors—also with qualifications—and clerks. The engineer deals with the building surveyor, who reports direct to the appropriate sub-committee.

## Town Planning

The sequence in which the foregoing sub-departments have been dealt with is logical, because all of them (sewage disposal perhaps in a minor degree) have their bearing upon this very important matter, which may be dealt with by at least three different methods: (1) The employment of a consultant and his staff. (2) A separate department. (3) By the engineer.

Of these methods the writer favours the last mentioned, provided, of course, that the engineer is suitable for the work.

It may be taken that the important factors in Town Planning are complete information as to the district and a shrewd foresight as to its future requirements. It is the engineer who has the information. If he is not responsible for town planning, whoever takes his place must be dependent upon him, and the real question to be decided is whether or not the engineer is capable of what is required in the way of planning for the future. There are outstanding examples of what city engineers have done in this way, and in other cases probably it has been want of opportunity rather than want of ability that has held the work back.

That planning for the future is cheaper in the long run than leaving the future to take care of itself, there can be no doubt, but many Authorities have had the entirely mistaken impression that Town Planning would cost next to nothing.

When a district planned with sufficiently wide roads and ample open spaces begins to develop, there must be substantial expenditure, and the fact is one which ought to be recognised.

## Housing

Housing naturally follows this brief reference to town planning. In several of the larger cities the housing estates constitute what is probably the most substantial contribution yet made to real town planning. There are in being many housing estates which in effect are complete towns, except that their local government and some of their amenities are provided by the city to which they belong.

In small districts, if the engineer be capable, often he is entrusted with the housing schemes, which in such cases generally are regarded as entitling him to special remuneration.

The alternatives, whether the district be large or small, are the staff of the Authority or a private architect. In some of the larger cities there is a separate department under an architect which deals perhaps only with housing, perhaps with a great variety of public buildings. Bradford, Manchester and Sheffield have their City Architects, and doubtless there are others.

In any case the engineer should have his part in the lay-out plan which is important as affecting his Town Planning schemes, more so than ninety-nine out of a hundred plans deposited on behalf of those engaged in private development.

## Street Cleansing and House Refuse

There is considerable difference of opinion as to whether in the larger towns and cities street cleansing and house refuse work should be carried out by the engineer. In smaller places it must be, and for the writer's part, he believes that whatever may be done about the collection and disposal of house refuse, the streets should be cleansed by the department which maintains them.

Probably the majority of large towns believe

in a separate department for dealing with the house refuse. Whichever course may be preferred, the work should not be looked upon as a sideline. It requires careful and thorough organisation, a fleet of motors proportionate to the size of the town, and brain-power to deal with the disposal of the refuse when collected, and the use of the clinker, etc., if there are destructors.

Baths and Wash-houses, Parks and Cemeteries.—In the smaller areas it would not be inaccurate to say that these activities (except perhaps the cemeteries) are often the objects of close personal attention by members of the committees concerned, though, of course, the engineer is the responsible official.

In larger places normally the engineer is in charge. In the largest cities much depends upon circumstances. In Sheffield the baths and wash-houses are under the Cleansing Department, which seems appropriate. The parks are under the Estates Surveyor, who buys and sells all land for the Corporation, and manages the estates, which are extensive. Several of the principal cities have a corresponding official. He works under the Estates Committee. The cemeteries are under their own superintendent, who is an official of the Parks Committee.

## Street Lighting

Perhaps it is becoming monotonous, but still the remark applies that lighting may be dealt with in various ways, according to the magnitude of the authority concerned. In a rural district the affair is parochial—the parishes which are lighted pay individually for the privilege. In most places the engineer is in charge. Some of the largest towns have put the matter in the hands of the Police; others hand it over to the Gas or Electricity Department; a few cities (of which Sheffield is one and Glasgow another) have Lighting Engineers, and a similar system is adopted in one or more of the important Metropolitan areas. Perhaps this is as fair an illustration as any of two things: (1) How difficult it is to say "these are the duties of the engineer"; and (2) the modern tendency to specialise technical work.

A fairly wide field has been covered already, but there are still a few more items, if the list of possible duties contained in the handbook of the Municipal and County Engineers may be taken as a guide—and undoubtedly it can. These are:—

WATER, which generally may be looked upon as the work of a specialist.

FIRE PROTECTION, which may be in the care of the Engineer of a small Authority, but in the larger towns is a separate organisation.

PARLIAMENTARY WORK, in which the engineer nearly always has a part, often an important part; and, finally,

COAST PROTECTION, which at present can affect only a section of municipal engineers, though, if a remark attributed to a distinguished Town Clerk of Birmingham, that in view of the next extension of that city he proposed to study coast erosion, may be accepted, perhaps it will affect more of us in future.

Excepting the Town Clerk, who must keep his finger on the pulse of every department, probably few will dispute that the Engineer has the most varied and extensive duties, and still one requirement has been omitted—he must not be a Jack-of-all-trades and master of none.

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affecting local authorities had engaged the attention of the Council. It was satisfactory to record that the machinery available had proved sufficiently comprehensive and effective to enable decisions to be arrived at which had proved satisfactory both to the local authorities and to the officers. Also local authorities had displayed a keener desire to utilise the machinery of the Council.

# WHITLEYISM

Councillor H. M. Medland, speaking at the luncheon in connection with the South Western District Committee meeting at Plymouth on December 2; testified to the value of Whitley Councils as a means of removing from the political cockpit of local authorities the vexed questions relating to salaries and conditions of service of local government officers.

The Mayor of Leyton on December 6, 1933, referred to the excellent relations existing between the Council and the staff. Most of the points of mutual concern to the two parties have been settled in the past through the medium of the local Whitley Committee, and as evidence of the happy relations which exist he mentioned that it had been necessary to call together the local Whitley Committee once only during the past municipal year.

An interesting summary of the informative address given by Mr. W. W. Armitage, Vice-Chairman of the National Executive Council, and of the Service Conditions and Organisation Committee of the N.E.C. at the meeting of the Scottish District Committee, appears under "Scottish Notes" on page 360, and is well worthy of perusal.

## West Riding Joint Council

At a meeting of the West Riding Joint Council for Local Authorities' Administrative, Technical and Clerical Services, held on December 5, it was reported that Alderman A. J. Dobbs had been appointed the representative of the Leeds City Council.

The Secretary reported that copies of the supplement to the scheme of Service Conditions suggested by the Council, embodying the scales of salaries as revised, had been circulated in accordance with the instructions given at the last meeting, and that there had been a good demand for additional copies.

Reference was made to the fact that at a meeting of the staff side it had been decided to appoint a special sub-committee to consider means whereby the usefulness of the Joint Council could be increased.

The Secretary reported briefly on the Unemployment Insurance Bill. It was decided to consider further, at a later date, the matters regarding which representations were made to the Royal Commission on Unemployment Insurance on behalf of the Joint Council.

Correspondence was submitted from the Knaresborough U.D.C., who invited the Joint Council to appoint representatives to discuss the question of membership with its Finance Committee. It was decided that the Chairman of the Council, Alderman Annakin, and Mr. J. B. Swinden be asked to represent the Council at the meeting with the Knaresborough U.D.C.

Five further authorities have joined the West Riding (Local Authorities) Joint Superannuation Committee's Scheme. There are now ninety-two Local Authorities in the West Riding who have adopted the Act, including the County Council, 6 County Boroughs, 3 Non-County Boroughs, 39 Urban District Councils, 17 Rural District Councils, and 26 Joint Boards and Committees.

## Lancashire and Cheshire

The Lancashire and Cheshire Provincial Council for the Professional, Technical, Administrative and Clerical Services of Local Authorities, in their annual report for the year ended October 31, 1933, state that the years since the Council was established in June, 1921, have been full of interest and activity. The introduction of the Whitley organisation into the public services involved a change from the old method of individual bargaining to the new and enlightened method of collective bargaining. The new method had proved eminently successful and appropriate to the circumstances which operate in the public services.

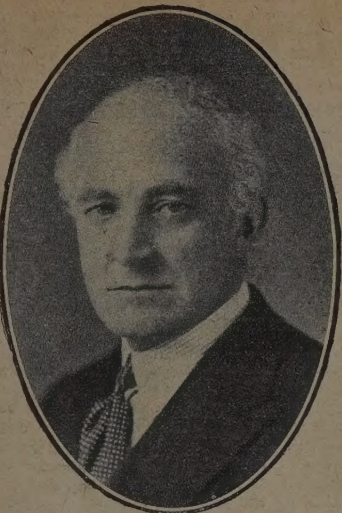
The past year has been one of particular activity. Although no large problems had been dealt with during the period under review, a considerable number of intricate problems

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# MINISTER'S TRIBUTE TO THE SERVICE

SIR HILTON YOUNG AT THE KENT COUNTY OFFICERS' ANNUAL DINNER



THE RT. HON. SIR HILTON YOUNG

**T**HAT the prestige of the National Association of Local Government Officers stands high in Kent was readily apparent from the remarkable gathering at the dinner of the County Officers' Guild held at Maidstone on December 12. In the words of Mr. G. W. Coster, M.B.E., Vice-President of the Association, who travelled from Liverpool to be present, "N.A.L.G.O. stock stands always very high, but in this branch there is evidence of the utmost enthusiasm." Nearly 500 members and guests assembled for the function.

Under the chairmanship of Mr. John Moss, Public Assistance Officer of Kent and President of the Guild, the distinguished company included the Minister of Health (Sir E. Hilton Young, G.B.E.) and Lady Hilton Young; Mr. G. W. Coster; Mr. J. E. Lightburn, Deputy Clerk of the County Council (Mr. W. L. Platts, Clerk of the County Council, was prevented by ill-health from attending); Mr. E. Salter Davies, C.B.E., Director of Education of Kent; Major W. H. Robinson, County Architect; Dr. A. Greenwood, County Medical Officer of Health; Miss A. S. Cook, County Librarian; Mr. Graham Wilson, Town Clerk of Maidstone; Alderman F. W. Payne, J.P., Chairman of the County Council; the Mayor of Maidstone (Mr. W. Day, J.P., C.C.); Alderman G. J. Gully, J.P., Chairman of the Parliamentary Committee of the County Council; Mr. F. E. Clarke, J.P., M.P., C.C.; Mr. Rutley Mowll, East Kent Coroner; Mr. L. Hill, General Secretary of N.A.L.G.O., and Mr. John Simonds, Legal Secretary; Mr. W. A. Shee, Chairman of the Executive Committee of the Guild; and Mr. W. F. Ottewill, Hon. Secretary. The dinner sub-committee comprised Messrs. Moss, Shee, Ottewill, and Verrall.

Referring to the absence of Clerk of the County Council, Mr. Moss said Mr. Platts was keenly interested in the welfare of members of the staff from juniors to heads of departments, and they greatly regretted that illness prevented him from attending.

## "A Man of Many Parts"

Proposing the toast of "The Minister of Health," Mr. Lightburn said that Sir Hilton Young was a man of many parts—not only was he a statesman of distinction, but he had a distinguished career during the war. He was also a lawyer, having been called to the Bar in 1904. Mr. Lightburn touched upon some of the outstanding events in Sir Hilton's career, mentioning that he had been aboard the *Vindictive* during the episode of Zeebrugge.

"There is a double reason why I should be glad to be here to-night," remarked Sir Hilton. The first, of course, was that as Minister of Health—Minister for that great service of which they were all common members—he should be associated with them in such a charming occasion of festivity. The second reason was

that they all met together as Men of Kent and Kentish Men, and strong were the powers of attraction of their great county (Sir Hilton represents Sevenoaks in Parliament).

Turning to questions of policy, Sir Hilton said he would like to occupy quite a proportion of his time dealing with the absorbing subject of superannuation, but as the essence of what might be a long speech he assured them that he much appreciated the deep human interest of the topic to those engaged in the public service. He was concerned that there should be a forward movement in this regard. In view of the great burden on the time of the legislature, however, to achieve the result which they desired it was necessary to eliminate all possible causes of dissension and controversy.

## Recruitment and Training

On the recruitment and training of officers, the Minister said that, as they were aware, a powerful committee was considering these topics, and he gave an assurance that, when the report of the committee was received by him, it should be dealt with in full realisation of all it meant to the service.

"Now I desire to enlist your sympathy in a matter which is of special interest to me," proceeded Sir Hilton. "I deeply realise how essential it is to enlist the interest of you, the marching army in the service of local government, in any move forward which we desire to make as a government in our national service." Of all the things that could be done to help the country people to better and healthier lives at a reasonable cost, the provision of rural water supplies is outstanding. They had lagged behind, he thought, in what could be done in this direction, just as on another scene they had lagged in the clearing of urban slums. There was a great undeveloped national asset in water supplies of the countryside, and they must make the best of those supplies. This was why the Government had come forward with the new grant of £1,000,000. Rural areas could not make both ends meet without such help. He believed the effect would be that they would be able to remove the reproach of undeveloped supplies. Let them not waste time in making their applications.

## Local Government Legislation

Discussing legislation generally, the Minister suggested that now was a time of digestion; that what the country now needed as regards the local government service was not a continual fresh adjustment of the legislative structure, but a strenuous devotion to making the best of the powers they had. During the past forty-six years the importance of local government work had been multiplied by a factor of 10, yet he did not hesitate to say that the service was still more a shining example. In Kent there had been particular problems associated with the growth of an industrial neighbourhood consequent upon the development of the coalfields and a tremendous increase in population as a result of the steady spread of the metropolitan area. He warmly congratulated the county and its public servants for maintaining themselves in the van of progress. The same wonderful spirit of devotion traditional in the Civil Service was manifest in the local government service. Having referred to the good work of the elected representatives, Sir Hilton added: "Co-operation, knowledge of ideas, mutual self-education are all served by the organisation which meets here to-night." (Applause.)

A tribute to the successful administration of the County Council was voiced by Mr. Salter Davies (who has completed thirty years' service with that authority). Replying, Alderman F. W. Payne said that, at the call for economy, the staff of the County Council had agreed to a deduction in salaries, but it had now been decided that the abatements should finish at the end of 1933.

Describing the work of the National Association of Local Government Officers, Mr. F. E. Clarke, J.P., M.P., C.C., said they catered for all grades of members and carried out a great work on their behalf. The Association did not put the "bread and butter" policy first, but were prepared at all times to deal with the difficulties of officers. He believed the objective was to raise the standard of local government officers to that of the Civil Service—a worthy ideal. Mr. Clarke referred appreciatively to the benevolent work of the Association.

Having made the observation quoted earlier in this report, Mr. G. W. Coster, M.B.E., added that the Kent branch were known to be progressive. The members kept themselves posted with all that happened; they initiated, and even at times, he believed, dictated. (Laughter.) They had the courage of their convictions—when Kent spoke everybody listened. Mr. Moss was an authority on many phases of local government. "I think it very likely that we shall hear more of Mr. John Moss," remarked Mr. Coster. Touching on the work of the Association, Mr. Coster referred to a pamphlet recently issued from headquarters showing its development. Much of the success of the Association was due to the good work of Mr. Hill, who had been Secretary for twenty-five years, and to the members of the staff. (Applause.)

## A Service Charter

Mr. Hill, responding to the toast of the Association, said they had been encouraged by the words of the Minister of Health referring to the profound interest which he took in them. The Minister had also mentioned the report of the "Hadow Committee," as it was popularly known. He was hoping that this report, when it was issued, would produce a charter of local government service conditions, and that it would take a definite step forward in the work to which they had been devoting so much time and money during the past twenty years.

Regarding the prestige and value of local government administration, the Association had endeavoured during the past two years to find what was the cause of the advanced opinions which people held on all features of public administration. He could not help feeling that the critical attitude was made up of phrases which were pleasing to the ear and rang upon the senses, rather than being utterances of profound truth. To readjust that mental attitude was no light task, but they of the Association had put their hands to it. He believed it was possible to get a proper sense of appreciation of the work of the elected representatives of local authorities and the paid professional men.

## A Great Bulwark

He suggested that there might come a time in the near future when the country would be thankful for the great bulwark of public officers. Those people who ridiculed the administration were, he thought, shifting the sands from underneath its very foundations. In conclusion, Mr. Hill expressed the hope that town and county councils and their officers would co-operate in trying to carry out the dictum "that a city should exist for a better life and not for life itself."

Alderman G. J. Gully spoke of the work of the Kent County Officers' Guild. Such an organisation, he said, helped them to dedicate themselves for the work they had in hand; taught them to be benevolent and provident; and qualified them for high positions.

There was a danger in local government of over-specialising and sectionalizing, remarked Mr. Moss in his response to the toast. This was one reason, he thought, why the Town Manager system had become popular in

(Continued on page 353, column 1)



# PROGRESS OF CIVIC SERVICES

## SIR ARTHUR ROBINSON ON THE COMMON TASK OF NATIONAL AND LOCAL AUTHORITIES: MINISTRY OF HEALTH AND THE SUPERANNUATION QUESTION

THE twenty-first annual dinner of the Nottingham City Branch was held at the Council House, Nottingham, on November 24. Mr. W. J. Board, Town Clerk, presided over a large company, which included Sir Arthur Robinson, G.C.B., C.B.E., Secretary of the Ministry of Health; the Lord Mayor (Alderman J. Farr, J.P.), the Sheriff of Nottingham, Alderman Sir Albert Ball; Alderman H. Bowles, and other Members of the City Council; the Recorder (Mr. H. H. Joy, K.C.); Mr. Cecil G. Brown, President of N.A.L.G.O.; Mr. L. Hill, General Secretary; and the chief officials of the Corporation.

Responding to the toast of "The Lord Mayor and Corporation," proposed by Mr. H. H. Joy, K.C., the Lord Mayor said that the N.A.L.G.O. Branch was formed twenty-seven years ago, and a very healthy and useful body it had proved to be. He congratulated them on a membership of nearly eight hundred. This was the twenty-first annual dinner, and also Mr. Board had just completed twenty-one years' service as Town Clerk of the City. They appreciated the enormous value of the Town Clerk's services, and he believed his services were appreciated in even wider circles. He (the Lord Mayor) had been a member of the City Council for twenty-one years and had admired the dignified and efficient manner in which the Association had always put their case in the members' interests. The Lord Mayor also proposed the toast "The N.A.L.G.O."

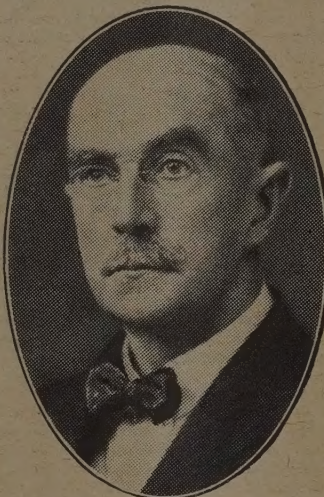
### Future of Superannuation

In reply, the President of N.A.L.G.O. (Mr. Cecil G. Brown) congratulated the branch on its continued success, and said it was most gratifying to them that Sir Arthur Robinson had been kind enough to be present, showing once more, as he had already shown in more ways than one, his great interest in the Association, and in the local government officers whom they represented. From small beginnings, the Association had progressed until it had become a great and influential organisation. He was gratified that its progress had been continued and accelerated during the past year. Referring to the B. and O. Fund, he said they were tending to increase their grants in greater ratio than their funds, and that could not go on. They would soon have either to reduce their benefits or increase their income. He appealed to the branches to increase their efforts for the fund, liberal though their past contributions had been. Let them ensure that widows and orphans and unfortunate colleagues should not want through lack of effort on their part.

As regards superannuation, the President said they had reached a stage when only about five thousand officers were not included in superannuation schemes. This had been a great achievement, but they would not be satisfied until all were covered by superannuation. He had recently attended a meeting of representatives of the Local Authorities' Associations, and there was a pleasing unanimity of opinion in favour of the passing, at the earliest possible date, of a general and compulsory superannuation scheme. The position they had reached made it more anomalous than ever that any local government officer should be left outside. In the long run the officer's position would correspond with his capabilities, training, knowledge, and competence for his task. For that reason he was gratified at the satisfactory progress they were making with their education work. They were living in stirring times, and they would do well to watch events. In the world at large, democracy had had a set back; it was on its trial. In Germany many local government officers, through no fault of their own, had lost their positions, and had

been cut adrift. Do not let them assume that such a thing could not happen in this country. One thing they could do to ensure the future would be by co-operation with the local authorities to promote the utmost efficiency of the local government service.

In proposing the toast of the "Visitors," Mr. S. J. Kirk, Chairman of the Branch, referred to the excellent relations that had always



SIR ARTHUR ROBINSON, G.C.B., C.B.E.

existed between the City Council and the Branch, and said this had always encouraged the officials as a whole to do their best. They welcomed the visitors, and were particularly gratified that Sir Arthur Robinson had accepted their invitation to be present.

In calling upon Sir Arthur Robinson to reply, the Town Clerk said they were greatly honoured by his presence. They welcomed him as principal officer of the Ministry of Health and as a man who had always shown the keenest interest in the Local Government Service.

### England Leads the World

Sir Arthur Robinson thanked the Association on behalf of the visitors for a royal welcome and a thoroughly pleasant and enjoyable evening. It was a good sound rule to talk if you could about something you knew something about. The thing he knew most about was the Ministry of Health, oddly enough. He referred to the day-to-day work of the Ministry, and the general mass of local government work upon which the people spend now £500,000,000 a year, or two and a half times the whole public expenditure of the country before the War. In Nottingham they had taken in their stride things like the magnificent hall in which they were dining, their river scheme, Wollaton Hall, and so on. Schemes had been carried out all over the country, which in the old days would have been regarded as feats of first-class importance, but had been taken by local government in its stride. It was recognised in other countries that in public health England leads the world.

Referring to housing, he said that we lived too near the time when the housing schemes had been carried out to get a proper perspective of all that had been done. If they considered new houses to the tune of over two million built in ten years, and, when that had been done, considered the taking on of over 200,000 slum houses to be cleared, there again they got some idea of the enormous complexity and size

of that problem. Public assistance was the most human of all the things that they at the Ministry were concerned with. It provided for the widow and the fatherless, the old, the lowly, and was one of the most inspiring of all their activities.

### The Hospital System

Look again at the provision of Hospitals. There was no question on which he found more lack of knowledge on the part of the public. Everybody admired the splendid work of the voluntary hospitals. Everybody knew all about them. The thing very few people knew about was the enormous number of public hospitals now working from one end of the country to the other; in London alone, the London County Council were responsible for twenty-nine general hospitals with tens of thousands of beds, which would in time reach the very highest level of efficiency. Again, the National Health Insurance and Contributory Pensions Scheme was the first line of defence for some sixteen million people against sickness, widowhood, and old age.

He had been pointing out the things which interested the Ministry, and, for the most part, they at the same time must interest his hosts, the N.A.L.G.O. If they took the things in which the Ministry of Health and the N.A.L.G.O. had a common interest, this sketch was sufficient to show the enormous mass and complexity and the very great difficulty of their common problems. They would never solve these problems unless Whitehall and the local services combined to do it. They would not succeed unless they at the centre and the local government officers in the provinces declared and maintained the closest possible partnership. They had a common task. It was just as necessary for them [at Whitehall] to learn as it was for N.A.L.G.O. to learn. A common desire to learn was as essential to progress as community of effort in labour. It was no good nowadays for them to try to carry on the solution of their enormous problems on amateur lines. They must learn more and think more every day. For those reasons he was always glad to be the guest of N.A.L.G.O., because he attached the very greatest importance to their both working together and both going on learning and developing their knowledge as far and as fast as they possibly could.

### Compulsory Superannuation

The President had referred to compulsory superannuation. He was, as he knew, talking to the converted. The case for superannuation for the local government service, for a general measure of superannuation, was admitted by the Ministry of Health. The difficulty was that of finding Parliamentary time. It was impossible for the Ministry of Health to obtain the whole time of Parliament; it was often said that already they had more than their share. If they had far more of the time of Parliament than they could reasonably claim, it would baffle them to get through the necessary legislation to meet the continual changes needed in the great mass of local government to meet the constant changes in the conditions. But the general claim for superannuation was admitted, and, so far as the Ministry could co-operate, they would.

Referring to the Departmental Committee to inquire into the qualifications, recruitment, training and promotion of local government officers, Sir Arthur said the Committee's report was finished, and would very soon be published. When it came out they would have to go to N.A.L.G.O. again and ask them to study it and to help with advice as to what was best to be done about it.



## MINISTER'S TRIBUTE TO THE SERVICE

(Continued from page 351)

America. In this country the Institute of Public Administration formed a useful medium for intercourse between officers in the Civil Service and officers in the local government service. To a limited extent the Guild served a similar function as between officers of different departments of the County Council.

He thought it spoke well for the good feeling that existed among the officers of the county that, although a Public Assistance Officer, he was now serving his third year as President of the Guild. They of the former Poor Law service came over to the county with a certain amount of trepidation and wondered how they were going to be received by the officers of the other departments. Their fears were quite unnecessary. The Guild represented N.A.L.G.O., but it did not follow that the members of the Guild necessarily adopted all suggestions which emanated from the National Executive Council, of which he happened to be the only member residing in Kent. At the annual conference at Folkestone this year some of the Kent delegates were almost a nuisance to the President in assisting him to control the conference! (Laughter.) The members who felt they were entitled to criticize the work at headquarters and even at conference did not hesitate to do so. (Applause.)

The toast of "The Ladies" was proposed by Mr. W. A. Shee, and Miss A. S. Cook, in reply, said she believed there were now over 300 women employed by the County Council. "The Visitors" was proposed by Mr. D. H. Lightfoot, and responded to by the Mayor of Maidstone and Mr. Rutley Mowl.

During the evening a message was received from Mr. Horace Hills, Chairman of the Public Assistance Committee, who is convalescing from an illness, and it was decided to convey the best wishes of the company to him for a speedy recovery.

## CONFERENCE ON MUNICIPAL AFFAIRS

The week-end conference on municipal affairs, held at Lady Margaret Hall, Oxford, on December 9 and 10, proved to be more successful than even its sponsors had hoped. The lectures and debates reached a very high standard, not only from the angle of presentation, but also because of the penetration into and development of the subjects treated. The programme opened on the afternoon of Saturday, December 9, with a lecture on local and central government, including regional authorities, under the chairmanship of Mr. C. M. Lloyd, assistant editor of the "New Statesman," and the chief speakers were Dr. Ivor W. Jennings, Reader in English Law at the London School of Economics, and Professor J. P. R. Maud, Dean of University College, Oxford. In the evening, Mr. L. Hill, general secretary, N.A.L.G.O., presided over a lecture on transport, housing, and town planning, delivered by Sir E. D. Simon and Mr. F. J. Osborn, industrial manager, Welwyn Garden City.

On Sunday morning, Mr. C. M. Lloyd and Mr. Arthur Collins, financial adviser to local authorities and ex-secretary of the Institute of Municipal Treasurers and Accountants, discussed enabling bills and municipal enterprise. Councillor Ager, of Birmingham, occupied the chair. The concluding lecture was given by Dr. W. A. Robson, Lecturer in Industrial and Administrative Law at the London School of Economics, and by Alderman Harrison Barrow, of Birmingham. Alderman Dr. W. Stobie, ex-Mayor of Oxford, presided. It was a really delightful and educative week-end.

Members will be interested to learn that one result of this conference was the setting up of municipal research committees, and anyone who may desire to participate in the work of these committees should communicate with Mr. J. Parker, secretary, New Fabian Research Bureau, 17 John Street, London, W.C.1.

# UNEMPLOYMENT BILL

By the LEGAL SECRETARY

IN the issue for December, the provisions of the recently introduced Unemployment Bill which affect the local government service were described. It was pointed out that the Bill, as introduced, made no provision for the compensation of officers of local authorities who may suffer loss of office or diminution of salary or emoluments in consequence of the Act by reason of functions being transferred from public assistance authorities to the proposed new Unemployment Assistance Board. Attention was also called to the fact that the provisions of the Bill relating to the superannuation of local government officers who may be transferred to the new Board were unsatisfactory. Furthermore, the Bill does not provide for transferring to the service of the new board any of the officers of public assistance authorities who are now engaged on the work in connection with the administration of transitional payments, although in the Explanatory Memorandum on clauses (Cd. 4464) issued by the Ministry of Labour, the department in charge of the Bill, it is said: "It is contemplated that part of the Board's staff will be recruited from among officers and servants of local authorities who have been engaged in the administration of public assistance and transitional payments."

### Transfer of Officers

Representations have been made by the association to the Ministry, urging that it would be to the public advantage, not only on the ground of economy, but also from the point of view of utilising the experience gained by officers who have been employed in connection with the administration of transitional payments, that their services should be placed at the disposal of the proposed Unemployment Assistance Board. In this connection attention has been called to the difficulties which officers who have been engaged in connection with the investigation of cases for the purposes of transitional payments are likely to experience. It has been pointed out that such officers, because of the nature of the work which they have been performing during the past two years, will be prejudiced both industrially and socially in the districts in which they have been working, and would not be regarded with favour by persons whose cases such officers have had to investigate. Moreover, they are likely to find it difficult to obtain work in the district in the event of their losing their present employment.

The Association has submitted to the Ministry a number of amendments designed to safeguard the interests of the officers concerned. One amendment provides that any person who was, on November 8, 1933 (the date when the Bill was first introduced), employed in the performance of any of the duties of a public assistance authority, and who, in consequence of part two of the Act, will cease to be so employed, and who shall be willing to enter the service of the Unemployment Assistance Board, shall be transferred to and become an officer or servant of the Board.

### Compensation

A second amendment seeks to apply the provisions set out in the fourth schedule to the Local Government Act, 1933, relating to the determination and payment of compensation, with the necessary modifications, and if this amendment is accepted the compensation provisions will be very satisfactory. The compensation provisions of the Local Government Act, which was passed at the end of last session, were settled as a result of negotiations between N.A.L.G.O. and the Ministry of Health, during the course of which that department agreed to practically every important point put forward by the Association; in fact, the compensation provisions in the new Local Government Act are the best that have ever been obtained for the local government service.

### Superannuation

Another amendment aims at ensuring that in the case of a local government officer with pensionable local authority service, who is transferred to the Unemployment Assistance Board, there shall be paid in respect of him a transfer value for superannuation purposes, and on retirement he shall be entitled to a pension in accordance with the civil service scheme calculated on the aggregate of his local government pensionable service and his service under the Board.

At the time of writing, the reply of the Ministry of Labour to the Association's representations had not been received, but the committee stage of the Bill will not be taken before the end of January. It is understood that the Government propose to set aside fourteen days for the committee stage and four days for the report and third reading.

## SUMMER HOLIDAYS

It is early to commence talking about holidays, but those who make their arrangements early in the season have the choice of the accommodation.

The Association has already booked the *S.S. Alondra* for its annual cruise to the Canary Islands and bookings can now be accepted. The ship will sail from Liverpool at 4 o'clock on Saturday afternoon, July 28, and after completing the round cruise will return to Liverpool on Monday, August 20. The fare for the 23 days' trip, including meals and accommodation equal to a first-class hotel, and gratuities, will be £23. Think of it; 23 days of glorious sunshine, organised entertainment, visits to foreign countries—all for £1 a day! It is, indeed, a holiday of a lifetime. Those booking early will have choice of accommodation, and for convenience can pay the fare in monthly instalments. Book in January and pay £3 16s. 8d. per month for six months, and you will be assured of one of the finest holidays money can buy.

Accommodation can also be reserved at the two Holiday Camps—Croyde Bay (North Devon) and Cayton Bay (Near Scarborough). There is always a tremendous demand for the months of June, July and August. Scores of members were disappointed last year through applying too late. Some members took the precaution of provisionally reserving their 1934 accommodation a few weeks after they returned from the Camps last season.

The winter staff at the Camps are busy making improvements for the coming season. Visitors to Cayton Bay will see a big change. The children's playground, which was somewhat rough, is now levelled in two terraces and grassed over; a new 18-hole putting course has been laid out very attractively near the Rest Room; the bowling green has been seeded and will be ready for use; the paths have been improved; hundreds of plants have been put into the flower beds around the bungalows. At Croyde Bay the whole of the exterior woodwork is being repainted, and the asbestos work disintegrated, the putting green is being returfed, and another hard tennis court is being laid down.

The popularity of ballet music at the present time lends interest to some of the latest H.M.V. recordings. Two bargains in inexpensive orchestral records are H.M.V. C2619-20, on which the London Philharmonic Orchestra, conducted by John Barbirolli, play Tchaikovsky's "Ballet Suite." Delightful music from an opera which was banned when it was first intended to perform it in England is found in the ballet scene from *Samson and Delilah* on H.M.V. DB27177-8.



# BUYING A HOUSE

UNRIVALLED FACILITIES OFFERED BY THE NALGO BUILDING SOCIETY

By THE SPECIAL ACTIVITIES SECRETARY

THE greatest difficulty experienced by the average person who wishes to buy a house is finding the necessary part of the purchase price. It is safe to assume that during the next few months hundreds of N.A.L.G.O. members will be searching for their ideal house, and no doubt this number would increase to many thousands but for the financial obstacle.

There are two reasons why a Building Society requires a borrower to provide out of his own resources a percentage of the purchase price:—

(1) The borrower is more likely to realise his obligation to keep the property in a good state of repair and pay his monthly instalments promptly if his own savings are at stake.

(2) There is a margin to cover possible depreciation should the borrower default and the Building Society has to sell the property to recover the amount owing.

It is quite common to-day for newly built houses to be purchased with a nominal deposit as low as £5, and a Building Society advances the remainder under a "pooling agreement" with the builder. Under this agreement the builder guarantees the difference between the normal advance of the Building Society, which is between 75 per cent. and 85 per cent., and the amount actually advanced.

## N.A.L.G.O.'s Terms

The Nalگو Building Society makes advances to members of N.A.L.G.O. and their wives only. It is in the favourable position of having much more information concerning a borrower's circumstances than the average Building Society has regarding its clients. The Society knows the member's age, his official position, and his salary, and this forms a definite part of the security. For this reason the Nalگو Building Society is able to give the best possible facilities to the members.

The Society was established as recently as August, 1932, and has already made advances to nearly 1,000 members, totalling over half a million pounds in mortgage advances. It is expected that the million pounds mark will be passed long before the end of 1934.

Funds are at present available for making immediate advances on reliable freehold and leasehold property. If a member requires a house for his own occupation up to 90 per cent. of the value will be advanced at 5 per cent., and the repayments of principal and interest can be spread over twenty years. There are some members who cannot find the whole or any part of the 10 per cent. deposit, and these cases are catered for under the "100 per cent. advance scheme." It would not be prudent for the Society to advance more than 90 per cent. without additional security, and this is where N.A.L.G.O.'s Insurance Department comes to the rescue.

As a purely business risk it guarantees the remaining 10 per cent. by the member paying a single premium at the rate of £9 per cent. based on the amount guaranteed. The effect is that if a member wishes to purchase a house valued at £700 and cannot find the deposit of £70 the Building Society will advance the

whole amount, provided he pays a single guarantee premium of £6 6s. Of course, the member must pay the legal fees himself, which in this case would amount to about £22 for the purchase and the mortgage. Therefore, for an expenditure of approximately £28 and a subsequent calendar monthly repayment of

considered sufficiently well established to finance the construction of a house, but such phenomenal success has been achieved that it is now possible to cater for the member who desires to build a house to his own design. An important point in the scheme is that the member must be in a position to purchase the

land out of his own resources and deposit the deeds with the Society before any advance is made. Arrangements can then be made for the site to be valued and from an inspection of the plans and specification of the proposed house the Society can decide definitely the total amount which will be advanced, provided the structure is finished to the satisfaction of the Society's Surveyor. Normally, and on the certificate of the Surveyor, interim advances are made: (1) on completion of the roofing; (2) on completion of the carpenters' first fixing; (3) on completion of the carpenters' second fixing; (4) when the house is completed and the Habitation Certificate issued.

## No Waiting

The prompt consideration given to all applications is a feature very much appreciated by the members, to whom it is important to get quick decisions. A meeting of the Committee is held every fortnight, and the Society's solicitor deals with the legal work expeditiously.

A cordial invitation is extended to every member of N.A.L.G.O. who contemplates purchasing a house to write to Headquarters and detail his problems or requirements. The smallest inquiry will receive the maximum attention.

## N.A.L.G.O. CORRESPONDENCE CHESS COMPETITION

The first round of the Competition has resulted as follows:—

(a) Southwark v. Battersea, a win for Battersea (by 2 to 1).

(b) Leeds v. Port of London Authority, a draw (no result).

(c) Richmond v. Ipswich, a win for Ipswich (by 2½ to ½).

(d) West Riding v. Lincoln, a win for Lincoln (by 2½ to ½).

(e) Hackney v. Cumberland, a draw (no result).

Games (b) and (e) have to be re-played, or the matches continued until a decision is reached.

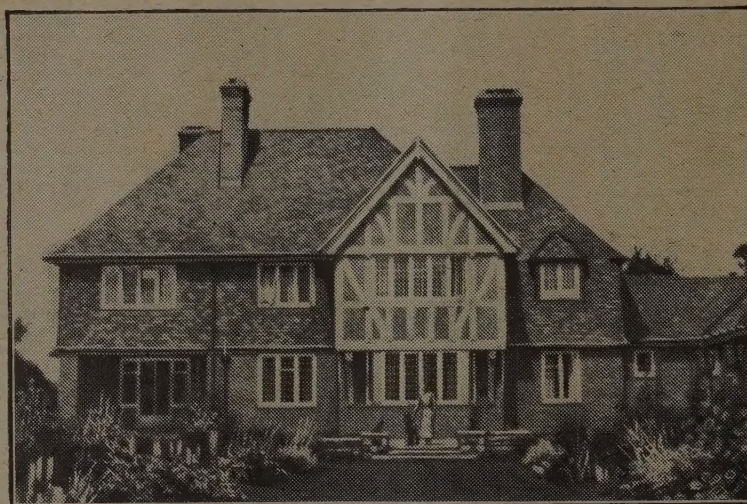
Round 2 will be as follows:—

Ipswich (c) v. Battersea (a).

(b) v. (e).

Lincoln, a bye.

Mr. J. J. Clist presided at the Leicester annual dinner. Supporting him were Mr. L. E. Rumsey (Clerk of the Leicestershire County Council and president of the County Branch), Mr. H. A. Pritchard (Town Clerk) and Mrs. Pritchard, and Mr. R. W. Ramsay (chairman of the Executive Committee) and Mrs. Ramsay.



Here is a house which was designed by the occupier—a member of N.A.L.G.O.—and which is being purchased by him with the aid of the Nalگو Building Society

£4 13s. 11d., he can purchase his house in twenty years. Many pay more in rent over the same period.

## 4½% Advances

Having dealt with the members who have little or no capital, now for a word to those who can make a substantial deposit. If a member is prepared to deposit one-third of the value the remainder will be advanced at 4½ per cent. This is an exceedingly attractive rate, and the reason is that the Society has a bigger margin of security on the property. The calendar monthly repayment over a period of twenty years is only 13s. 1d. per £100, or 15s. 10d. for fifteen years.

## Life Assurance Benefit

No person who has the welfare of his dependants at heart should risk leaving a burden upon them in the event of his death before the mortgage is paid off. If he does not take the simple precaution of insuring that risk then what would otherwise be an asset becomes a liability. Borrowers from the Nalگو Building Society can pay a small calendar monthly premium to the Insurance Department which will extinguish the mortgage in the event of death occurring and enable the deeds of the property to be handed over to the dependants. This is called a "Hedge Your Mortgage" Policy. Taking the example of the £700 house, even if the full 100 per cent. is borrowed the premium at age 35 next birthday would be only 11s. 1d. per month payable for 13½ years.

The borrower stands to win throughout the whole transaction. If he survives the twenty years the house will have been purchased with practically the same amount as he would have paid in rent. If he dies before the mortgage is paid off his dependants are presented with a debt-free house.

## Building a House

Not until recently has the Society been



**Are You  
PAYING RENT?**

**Are You  
BUYING A HOUSE  
FOR YOUR LAND-  
LORD?**

**Are You Also  
GOING TO BUY  
NEXT DOOR FOR  
HIM?**

**WHY NOT BUY ONE  
FOR YOURSELF?**

**THE  
NALGO  
BUILDING  
SOCIETY**

**WILL LEND YOU  
THE MONEY. IN  
APPROVED CASES  
100% OF THE VALUE  
WILL BE ADVANCED**

**INTEREST 5%  
LOW LEGAL FEES.  
NO REDEMPTION FEES.  
PROMPT CONSIDERATION.**

*Full particulars obtainable from  
the Society's Head Office:—*

**24 Abingdon Street,  
Westminster, S.W.1**

## SALARIES AND SERVICE CONDITIONS

BY THE ORGANISING SECRETARY

### Salary Deductions

SINCE the December issue of LOCAL GOVERNMENT SERVICE, the following information regarding salary deductions has been received at headquarters:—

**Deductions Terminated.**—County Councils of Bedfordshire, Buckinghamshire, Cumberland, Hampshire, Kent, Holland (Lincoln), Montgomeryshire, and Norfolk; County Borough Councils of Birmingham, Bootle, Carlisle, Chester, Liverpool, and Rochdale; Borough Councils of Bridlington, Brighouse, Folkestone, Leamington, Tunbridge Wells, and Wimbledon; U.D.C.'s of Cleethorpes, Goole, Holmfirth, Hunstanton, Otley, Rawmarsh, Sowerby; R.D.C.'s of Great Ouseburn, Pateley Bridge, Peterborough, Penistone, Riccall, Ripon, Sevenoaks, Wakefield, Wath, and Weardale.

**Deductions Modified.**—County Borough Council of Bristol; Borough Council of Morley; U.D.C.'s of Mirfield and Stocksbridge.

The number of local authorities in England and Wales that has terminated deductions is now 290.

The Birmingham Joint Consultative Committee reported that it was

"satisfied that the acute national emergency which prompted the institution of the special deductions has passed; industry generally is showing slow but certain signs of improvement, the unemployment returns reflect the improvement in substantially reduced numbers of unemployed, and in many other directions circumstances are such that the committee feels it would not be justified in recommending the continuance of the abatement scheme."

Speaking at a dinner of the Chartered Institute of Secretaries at Birmingham, Alderman J. B. Burman (who was Lord Mayor of Birmingham when the "economy" cuts were imposed) said: "The city would never have imposed these cuts, or asked for their acceptance by the officials, except at the express desire of the government." He added that there had been no necessity for these reductions. The financial position of the city was, and had been, satisfactory and sound in every way.

### Superannuation

The Stratford-on-Avon Borough Council has adopted the Local Government and Other Officers Superannuation Act, 1922; the appointed day is April 1, 1934.

The officers of the following authorities have been admitted to the Somerset C.C. Superannuation Scheme during 1933: Portishead U.D.C., Wincanton R.D.C., Shepton Mallet Joint Hospital Committee.

The County Borough of West Bromwich and the Borough of Stratford-upon-Avon have unanimously adopted the Local Government and Other Officers Superannuation Act, 1922, and fixed April 1, 1934, as the appointed day. The West Bromwich Scheme designates the posts of 203 officers and 607 workmen, and the Stratford-upon-Avon Scheme 30 officers and 97 workmen.

Meetings have been held of representatives of the Port Talbot Branch and the National Union of General and Municipal Workers, and as a result a joint application has been addressed to the council for the adoption of a superannuation scheme.

The Merthyr Tydfil Branch and the local branch of the National Union of General and Municipal Workers have jointly applied to the Corporation to adopt the 1922 Superannuation Act.

### Service Conditions

The Luton Town Council has obtained a Certificate of Exception from the Minister of Labour under the provisions of the Unemployment Insurance Acts in respect of the officials.

At Aberdare some difficulty has arisen in

consequence of the adoption of new methods in the Traffic Department. The Traffic Committee readily received the divisional secretary and members of the branch, when a compromise was reached, which it is hoped will lead to revised arrangements satisfactory to the council and the staff.

A Ministry of Health inquiry was held at Erdington House, Birmingham, on December 13, into matters connected with a recent tragedy, and the remarks of the Commissioner at the Birmingham Assizes. One of the doctors concerned with the inquiry was represented by counsel instructed on behalf of the association.

The Newport (Mon.) Branch addressed a communication to each member of the council, drawing attention to the unfair effect of a recommendation of the General Purposes Committee regarding staff. At the meeting of the council the recommendation was defeated.

**UNEMPLOYMENT INSURANCE BILL.**—Well attended and most interesting meetings have been held of the officials employed by the Glamorgan County Council and the Monmouth County Council in administering transitional payments. The views of the meetings have been conveyed to headquarters, and representations have accordingly been made to the Ministry of Labour.

### ENLIGHTENING THE PUBLIC

Addresses and lectures to local organisations have proved exceedingly helpful to local government officers in gaining the respect and appreciation of the public. So often the duties of officers are made more difficult by unfriendliness on the part of those for whose good they are working. Among officers who have been active in this direction is Mr. R. Butter, hon. secretary of the Irlam Branch, who during the past few winters has given a number of lectures and addresses to various organisations in the locality. On November 21 he discussed the subject of "What People Get for the Rates" before a large gathering at Cadishead, and was heartily thanked for his lucid treatment of the matter.

### COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: July, 38; August, 39; September, 41; October, 41; November, 43; December, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

		OCT.	NOV.	DEC.
Food	..	23	26	26
Rent	..	56	56	56
Clothing	..	85	85	85
Fuel and Light	..	70	70	70
Other Items	..	75	75	75

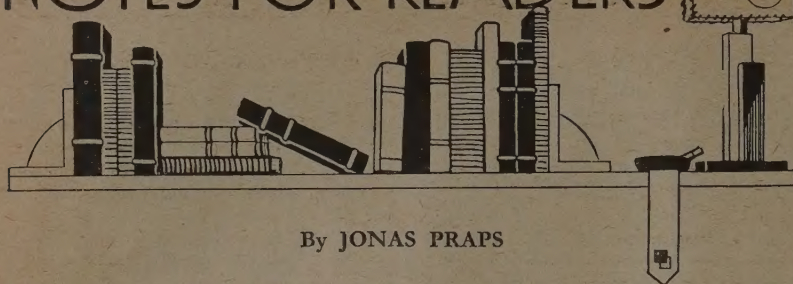
### BRANCH TREASURER'S REGRET

The following is culled from the Annual Report of the Hon. Treasurer of a Branch when submitting his accounts to the Branch for the year 1932-3:—

"It is a matter for regret, and perhaps astonishment, that it has been necessary for the Executive Committee to order the removal from the register of several persons for non-payment of subscriptions. We have heard of 'scraps of paper' before, and those who dishonour agreements and treat with contempt written applications for the payment of just debts deserve more than is in our power to give them. At any rate, I for one breathe more freely after removing these names from the books."



# NOTES FOR READERS



By JONAS PRAPS

**M**R. J. B. PRIESTLEY'S play might have had fifty titles equally if not more appropriate than the selected one of "The Roundabout" (Heinemann, 5s.). Nevertheless we feel grateful to him for an excellent comedy.

The scene is the country house of Lord Kettlewell, who has been separated from his wife and daughter for a long number of years, is becoming entangled with a widow and embarrassed financially. The action takes place in a single day, and it is a day of surprises. The daughter turns up with her impossible Communist comrade, Stagles, fresh from Soviet Russia; the widow and wife also turn up, but the play never degenerates into pure farce. By night the widow has been circumvented and comparative harmony restored to the household.

"G. G." by George Grossmith (Hutchinson, 18s.), is an entertaining account of the theatrical experiences of Grossmith himself. He has had an eventful career connected with the stage, not only in England, at the Gaiety and the Winter Gardens Theatres, but also in Paris and the United States. The book is full of stories of famous people on and off the stage. It is somewhat lengthy, but never gets dull. Excellent photographs of actors and actresses add to the book's interest.

## Experiences in Russia

"Three Cities," by Sholem Asch (Gollancz, 8s. 6d.), is a story woven round the three cities of Petersburg, Warsaw, and Moscow. It is chiefly the story of a Jewish youth and his experiences in Russia before and after the war. A picture of the Red and White Armies and of the October Revolution is graphically drawn. It gives more convincing details of Russia from Czardom to Soviet rule than many serious studies of the period.

There is excellent word painting in John Drinkwater's new book of verse, "Summer Harvest: Poems, 1924-1933" (Sidgwick, 5s.). "The plea" with Peter at heaven's gate is not of charity or continence, but "a garland green of quiet English hours." There is a pretty description of "Summer's End" and, in lighter vein, "The real Mrs. Grundy."

Lion Feuchtwanger, in his latest book, "The Oppermanns" (Secker, 7s. 6d.), makes a strong indictment of present-day Germany and its treatment of the Jewish population. It is the story of the heads of "Oppermann's Furnishing Stores"—particularly Gustav—of their loves, aspirations, successes, and final downfall under the iron heel. Gustav has sufficient influence to secure his release from an internment camp, but is broken in spirit and in health.

"Dunky Fitlow" is a collection of fifteen short stories by A. E. Coppard (Cape, 7s. 6d.). Coppard's stories are always interesting. He has a whimsical way of describing his characters and a quite unexpected habit of turning the tables upon them. His characters are usually quite ordinary people, with some peculiarity, but there is a fancifulness about them which is very delightful. The stories are full of clever descriptive passages, both of men and things, and they have most unusual endings.

"First Over Everest," by members of the Expedition (Lane, 12s. 6d.), is a full account of

the flight over Mount Everest in 1933 made possible through the generosity of Lady Houston. It is not too full of technical detail, though the scientific interest has not been lost sight of. The year 1932 was occupied in making arrangements for the flight, which took place *via* India. The first flight over the mountain was carried out on April 3, 1933. There are many excellent photographs and maps, and these help to make one realise that the expedition was not by any means a pleasure trip.

Turning from the conquest of the air, there is in "Flat Out," by George E. T. Eyston (Miles, 6s.), a thrilling account of the conquest of distance on land and water. It records the author's motor-racing experiences in England and France, with a chapter on speed-boat racing, and there is certainly nothing dull about them.

Mr. F. Yeats-Brown has written some excellent books. It will be remembered he is the author of "Bengal Lancer." But in "Escape" (Eyre & Spottiswoode, 8s. 6d.) he has sought for other adventures than his own and made "A book of escapes of all kinds." It is an excellent book to have at hand for occasional reading. The selection includes historical as well as modern escapes, some twenty-six in all. "A Master Spy Escapes from Russia," "A German Breaks Jail," and "Tunnelling to Freedom," Jack Sheppard, Louis Napoleon, Grace Darling, and Charles II figure in the list.

Mr. John Gibbons's "The Truth about the Legion" (Methuen, 5s.) is a counter-blast to the numerous thrilling accounts of the glories of life with the French Foreign Legion. The author shows there is another side to the life and activities of the Legion, and states his views very clearly. Possibly he thinks there has been too much "verbal dynamite" (to quote another blurb) expended in praise of the Legionnaires. At least he gives one the opportunity of knowing the other side of the life.

## POLITICAL THOUGHT

HISTORY OF POLITICAL THOUGHT, by Phyllis Doyle, M.A. (Cape, 10s. 6d.)

The great value of this book is its original angle of approach to the problems with which it deals. There are scores of books on political theory, but few of them attempt, as the author of this book attempts, to trace the main outlines of the history of political thought, to show the main problems which agitated men's minds in certain important periods and to introduce the theories or suggestions which contemporaries offered as solutions of these problems. Miss Doyle has specially concentrated on the historical background because that side is so neglected by other writers on political theory.

"How should one citizen stand to another? What are their rights? How may these rights be recovered so as not to overlap? How much liberty should each individual expect? Does he exist for the State or the State for him?"

These are some of the questions with which this book is concerned, and in dealing with them the author has studied the response they have evoked in the minds of men from Plato and

Aristotle through Roman and Medieval days down to the modern theories of Bentham, Mill, Green and Marx.

Miss Doyle is to be congratulated on her imaginative grasp of her subject matter and on her clarity of exposition.—C. K. W.

## CIVIC HERALDRY

CIVIC HERALDRY, by C. W. Scott-Giles, M.A. (J. M. Dent & Sons, Ltd., Aldine House, Bedford Street, W.C.2) 336 + xiv pp. Price 18s. net.

Mr. Scott-Giles, secretary of the Institution of Municipal and County Engineers, needs little introduction to our readers. His earlier work, "The Romance of Heraldry," published in 1929, is a general study of this fascinating subject. In the present book, the author, whose pastime is heraldry, and whose daily duties are connected with local government, deals with the heraldic insignia used by English local authorities. Why do they use armorial bearings? This practice originated in the twelfth century as a means of authenticating documents by means of seals bearing these devices. Moreover, the more complex the device, the less chance there was of forging or imitating the seal; hence the intricate nature of some of the local authorities' heraldry, which lacks that simplicity usually associated with personal heraldry, which was primarily used to enable a knight to be identified in the field of battle.

The book contains a record of the insignia of some 580 local authorities in England and Wales, and includes not only all true coats of arms, but also many heraldic but unauthorised devices. The author not only describes and illustrates insignia, but gives notes of their origin, significance and associations, including some references to the heraldry of cities in the British Dominions and the United States of America which have based their arms on those of their English namesakes. Technical terms have been avoided as far as possible, so that the book may appeal to the reader with no previous knowledge of heraldry and the four hundred illustrations, drawn by the author, form a valuable pictorial record of these civic insignia, and a decorative and interesting supplement to the text. The introductory chapters contain a general survey of civic heraldry, and the work is fully indexed.—D. J. P.

## MR. THOMAS HARVATT'S NEW APPOINTMENT

As many readers will no doubt be aware, from the announcements which have appeared in the daily press, Mr. Thomas Harvatt, Education Secretary of N.A.L.G.O., has secured the important appointment of Secretary to the Council of Legal Education. Mr. Harvatt, who took the degree of B.A. at London University in 1923, and was called to the Bar in 1931, was from 1919 to 1923 on the staff of the Higher Education Department of the Sheffield City Council, and, from 1923 until 1927, Assistant to the then Director of Education, Dr. Percival Sharp. In the latter year Mr. Harvatt was appointed Education Secretary of N.A.L.G.O., and he has been responsible for a number of important developments in that branch of the Association's work. In 1929 the number of candidates sitting for examinations was 174, and in 1933, 270. From 257 enrolments in the Nalgo Correspondence Institute in 1927, the numbers have risen in 1933 to 976. These are only a few figures which are indicative of the progress that has been made in recent years. Outstanding among the developments, of course, has been the inauguration of the Summer Schools for England and Wales, and Scotland. The best wishes of the members of N.A.L.G.O. will be extended to Mr. Harvatt for a successful career in his new post.



# HONOURING THE GENERAL SECRETARY

MR. HILL COMPLETES TWENTY-FIVE YEARS IN OFFICE



Mr. L. HILL

**T**HE National Executive Council has decided to recognise the completion of twenty-five years' service as general secretary by Mr. Hill, in March, 1934, and a celebration dinner will be held at the May Fair Hotel, Berkeley Square, W.1, on Saturday, March 3, 1934.

This opportunity of recognising Mr. Hill's services will be welcomed on all hands, and a distinguished company from all sections of the public services will be present on this important occasion.

It will be possible for the branches to participate in regard to some tangible token of a quarter of a century's inspired and arduous labours, and a communication in regard thereto has been addressed to the branches by the president, Mr.

Cecil G. Brown, LL.B., ex-Town Clerk, Cardiff.

It is confidently expected that the response will be prompt and gratifying. The branches have been invited officially to send representatives to the dinner, but applications for tickets would gladly be received from the many friends of the general secretary in all parts of the country and abroad who will desire by their presence to show their recognition of his long and faithful service.

It is not every member who realises that twenty-five years ago the association was relatively unknown. It had only been born four years, consisted of but a few branches, with only a handful of members, and a banking account of about £100. Its principal concern was superannuation. Superannuation has been on the Statute Book since 1922. The great majority of local government officers come under schemes and its general application through the service is within reach.

The association deals with every service problem affecting local government officers, is supported by most of them, and its progress—particularly since the reorganisation in 1918—has been meteoric, and has placed it in the forefront of non-manual organisations, whether in the public service or outside. It is the envy of most other organisations, and its status is such that its contributions to

matters affecting the local government service receive careful consideration by government departments, the associations of local authorities, and individual local authorities alike.

This is a unique opportunity for members to do honour to outstanding merit and to the organisation to which it is believed they regard it a privilege to belong.

Tickets for the dinner (including gratuities, but excluding wines) can be obtained at the price of 10s.

Applications for tickets should be accompanied by a remittance, and addressed to the President, at 24 Abingdon Street, Westminster, S.W.1.

## SAFEGUARDING CIVIC LIFE

Speaking at Glasgow, Mr. J. Henderson Stewart, M.P., said there had been a veritable revolution in ideas as to health, comfort, convenience and general well-being. Conditions of the "good old days" would not be tolerated now, and therefore the character, as well as the scope, of the Corporation's work had extended.

"Rightly or wrongly," said Mr. Stewart, "we have come to regard life as a more precious thing. We believe that it should be made clean and healthy and full. It is given us to enjoy, and we believe it ought to be enjoyed in the fullest measure. Upon the Local Authorities fall the major responsibility for achieving that end. In making your cuts, if cuts are necessary, take care that you do not cut to the quick and drain the arteries of your civic life. Take care that you do not sacrifice health for financial halo, and well-being for civic wealth."

## WHEN "G.B.S." WAS A VESTRYMAN

**V**ERY strict educational tests are demanded of all entrants to the Local Government service. But it was not always so. Striking proof of the vast difference between the qualifications of the Local Government officer of to-day and his predecessor of thirty years ago is contained in a letter the National Association of Local Government Officers has received from Mr. George Bernard Shaw.

Mr. Shaw was a Vestryman of St. Pancras from 1897 until 1900, when the Borough Councils were formed; and a councillor of the St. Pancras Borough Council from 1900 until 1903. He served on four different committees—Public Health, Officers', Parliamentary and General Purposes, and Electricity and Public Lighting.

In February and March, 1898, Mr. Shaw put down motions urging that clerks and candidates for clerkship in the various departments of the Vestry should undergo certain stringent educational examinations. The nature of these examinations Mr. Shaw went into very thoroughly, and they were carefully graded and suited to each type of clerk.

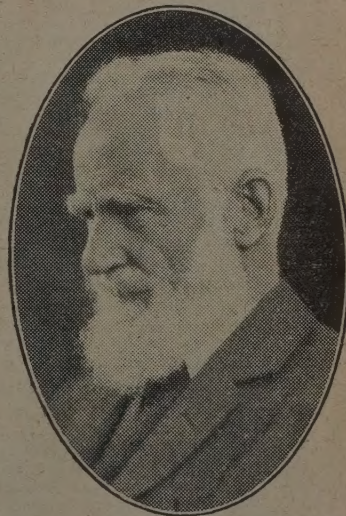
Here is Mr. Bernard Shaw's letter to the National Association of Local Government Officers. He can be said to have been a pioneer in encouraging those strict educational tests now required of all entrants to the Local Government service. And the educational work of N.A.L.G.O. must win the praises of the famous playwright who gives his praises most sparingly.

"In 1898, before the old vestries became borough councils, the vestrymen used to job one another's boys into posts in the office without any question of qualification. At last it was discovered that one of the clerks could neither read nor write. When this case came to my ears I moved for a committee to investigate, and, in spite of horrified resistance, managed to get my suggestions adopted. Whether they were ever carried out, or if so, how far, I don't know; for I was laid up for eighteen months about that time and took no further steps when I returned to my vestry work.

"I don't know what the present practice is, nor whether the transformation of the vestries into Borough Councils imposed any conditions upon municipal staffing. It made a huge difference in the method of election, and introduced efficient auditing. The latter was very needed. The vestry habitually struck rates which fell short of the estimates by 2d. in the £; and, when I remonstrated, old vestrymen actually wept and said I had no bowels of compassion for the poor.

"As to obliging one another in the matter of providing their young relatives with clerkships, it certainly never occurred to any of them that it could possibly be objected to. It was an ordinary commercial usage, and answered very well in nine cases out of ten. If our tenth case had not been such a scandalous one, my attention might never have been drawn to it.

"It is to the credit of the old vestrymen that though they had each other intimidated to an almost incredible degree when there was an abuse to be exposed, they used to come to me and tell me about it, knowing that I could afford to snap my fingers at their terrors."



Mr. GEORGE BERNARD SHAW



## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET,  
WESTMINSTER, S.W. 1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

## NATIONAL EXECUTIVE COUNCIL

A casual vacancy was created in the representation of the South Wales and Monmouthshire District on the National Executive Council by the resignation of Mr. G. Llewellyn. In the election which followed, eight nominations were made, but, of these, five nominees withdrew and, consequently, three names went to the poll. The voting resulted as follows:—

Mr. G. Llewellyn .. .. 1,208  
Mr. H. Morris .. .. 809  
Mr. J. Weslake Hill .. .. 625

Mr. G. Llewellyn has, therefore, been elected to the Council and, under the provisions of Rule 51 (4) passed at the Annual Conference 1933, Mr. H. Morris, the unsuccessful candidate with the highest number of votes, has been deemed to be elected and is also a member of the Council for the remainder of the year 1933-34.

## JANUARY NOTICES

- 1934
- Jan. 1.—Commencement of the Financial Year of the Association.
- " 5 and 6.—Meetings of N.E.C. Committees.
- " 18, 19, and 20.—N.A.L.G.O. Examinations.
- " 20.—Meeting of National Executive Council.
- " 27.—Reunion of holiday campers and Canary Island cruisers in London.
- " 31.—Register of Members closed. Persons not included in register are not entitled (a) to attend Conference; (b) to be nominated as honorary officers for the N.E.C. or Committees (but see Rule 25). Allocation of representation on N.E.C. to be made on membership shown in register.

## IMPORTANCE OF MEMBERSHIP

In Circular No. 85 issued to Branches on October 27, 1933, a statement was enclosed drawing attention to the importance of membership of the Association and setting out the penalty clauses which applied in connection with several of the activities where membership of the parent Association was not maintained. Several inquiries have been received at Headquarters for copies of this statement, and it has been decided to print it as a leaflet. Branches desiring copies of this leaflet, "Importance of Membership," should apply to Headquarters stating the number of copies required.

## ANNUAL SUMMARY SHEETS

Some of the Summary Sheets in respect of the Branch Year which ended on October 31, 1933, are still outstanding. Branch secretaries or treasurers who have not yet submitted the sheets to headquarters should do so at the earliest possible moment. The membership figures for 1932-33 are dependent upon the names appearing on the Summary Sheets received, hence every Summary Sheet is required and at once.

## HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

### NOVEMBER 30

Circular No. 97/Prov./1933.  
(To local correspondents of the Provident Society.)

- (a) Regarding the membership campaign and competition, 1933.  
(b) Regarding the maintenance of membership of the parent association in connection with membership of the Provident Society.  
(c) Regarding the date of the annual general meeting, 1934.

### DECEMBER 1

Circular No. 98/Log/1933.

(To local correspondents for Logomia.)  
(a) Enclosing copy of new Fire Insurance booklet and stating that further copies are available on request.

(b) Enclosing circular for issue to members with the Fire Insurance booklet.

### DECEMBER 5

Circular No. 99/B.O./1933.

A letter written by the chairman of the committee of management of the Benevolent and Orphan Fund to non-members of the fund. (Enclosed with circular 101.)

Circular No. 100/Gen./1933.

Relating to members in arrear with their association subscriptions.

Circular No. 101/B.O./1933.

(a) Enclosing copy of letter (circular 99) for distribution among non-members of the Benevolent and Orphan Fund and requesting branch secretaries to notify headquarters of their requirements.

(b) Enclosing copy of a letter addressed to members of the St. Helens and District Branch by the chairman of the branch.

### DECEMBER 12

Circular No. 102/A.S./1933.

(To local correspondents for the Approved Society.)

Regarding eligibility of members of the Approved Society for additional benefits.

Circular No. 103/A.S./1933.

(To local correspondents for the Approved Society.)

(a) Enclosing contribution cards together with lists and expenses forms.

(b) Regarding return to headquarters of cards not delivered to the members concerned.

(c) Relating to the forwarding of contribution cards and to the claiming of expenses.

(d) Regarding "Free Period" members.

(e) Regarding completion of panel medical certificates.

## N.A.L.G.O. DIARY SOLD OUT!

The 1934 issue of the Association's Diary has proved exceedingly popular. The initial supply of 10,000 copies was sold out by December 6, and in order to meet the demands of those Branches which had been unable to obtain a supply, arrangements were made with the manufacturers to print a further 4,000 copies and to guarantee delivery by January 10. The extraordinary demand for copies is proof that the change in style and price (reduced from 1s. 6d. to 1s.) are appreciated by the members. Some Branches trebled their previous year's sales. The Diary is undoubtedly very attractive and exceptional value for 1s. Members who have not yet obtained a copy are strongly advised to ascertain if their Branch Secretary is expecting a supply on January 10, as the Diary is really worth possessing.

## SCARBOROUGH CONFERENCE 1934

### Dates to Remember

- Mar. 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.
- Mar. 1.—Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (Form EL1.)
- Mar. 1.—Motions for Conference to be received at Headquarters by 5 p.m.
- Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
- April 1.—Journal will contain Conference Agenda.
- April 1.—Report of the N.E.C. to be issued to representatives with Agenda.
- April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.
- April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.
- April 23.—Voting Papers for N.E.C. to be in hands of members.
- May 1.—Voting Papers to be in hands of Secretary of District Committee.
- May 1.—Journal will contain amendments to motions in Conference Agenda.
- May 2.—Counting of votes for N.E.C. commences in each district.
- May 5.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
- May 5.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
- May 19.—Whit Saturday. First day of Conference Proceedings.
- May 21.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

## GRATUITIES—TRANSITIONAL PAYMENTS

It has been ascertained from the Ministry of Labour that payments or gratuities to permanent officers of Public Assistance Committees for the extra services rendered in connection with Transitional Payments have been sanctioned for the period ending March 31 last. Official approval has not yet been given to similar payments for the period ended September 30, but this is a mere formality, and it is not anticipated that approval will be withheld.

## RE-UNION

CROYDE BAY CAMP  
CAYTON BAY CAMP  
CANARY ISLANDS CRUISE

LONDON	MANCHESTER
PORTMAN ROOMS	THE MANCHESTER
BAKER STREET	LIMITED RESTAURANT
W.1	EXCHANGE BUILDINGS
Saturday,	Friday,
27th January, 1934	16th February, 1934
7—12 p.m.	7—12 p.m.
	Dancing
Engagement of	Cabaret Performance
Morleys Band	by the Manchester
Tickets 2/6	Municipal Players
Running Buffet	Tickets 2/6
at popular prices	Including
	Refreshments
Evening Dress is really optional	
Attendance is not restricted to Campers and Cruisers.	
Tickets obtainable from	
Special Activities Department,	
24, ABINGDON STREET, LONDON, S.W.1	



## Local Government Service

Editorial and Advertisement Offices,  
3 and 4 Clement's Inn, Strand, London,  
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

## SUPERANNUATION

THE Minister of Health, Sir Hilton Young, G.B.E., D.S.O., D.S.C., M.P., was the principal guest at the annual dinner of the Kent County Branch, which was held in Maidstone on December 12, and he paid his tribute in no unstinted terms to the valuable services rendered by local government officers. As regards the question of a national scheme of superannuation, he confessed that he was deeply concerned that there should be a forward movement in the rationalisation of legislation in that respect. He emphasised that what they had to take into consideration was that, in view of the very heavy burden necessarily thrown upon the time of the legislature under modern conditions, in order to achieve the result which they all desired there was one essential preliminary. That was that before they came to the point of legislation they should, in anticipation, eliminate all possible causes of dissension and controversy, so that when the measure was presented to the legislature for enactment it would be a measure which commended itself to all the interests concerned.

### Away with Anomalies!

As Sir Arthur Robinson, Permanent Secretary of the Ministry of Health, stated when he was the principal guest at the Nottingham City Branch Dinner, the case for superannuation is admitted; it was only a question of parliamentary time, said Sir Arthur, but he did not give any particular hope that time would be found in the near future. Until superannuation is made general throughout the Local Government Service, and all the awkward corners left by the transfer of the Poor Law officers and the retention of local schemes have been removed, it will not be possible to build adequate service conditions.

The difficulties to which the present

position give rise are thrown into relief by the attempt which the Treasury is now making to implement the recommendation of the Royal Commission on the Civil Service for a scheme of reciprocity between the Central and the Local Government Services. The Royal Commission recommended the adoption of an arrangement whereby Civil Servants could be appointed to posts under local authorities and officers of local authorities could be appointed to posts in the Civil Service with continuity of pension rights. The disadvantage of the Treasury's proposal is that in the case of the transfer of an officer from the Local Government Service to the Civil Service or vice versa, he would on retirement, in effect, receive two pensions, one calculated on his Local Government Service and his remuneration in that service and the other calculated on his Civil Service and his remuneration in that service.

### Associations' Support

The Local Authorities' Associations and N.A.L.G.O. have been in conference on this matter, and they are agreed that the simple method of paying a transfer value over from one section of the service to the other at the time of transfer is the only practical way, and that the superannuation of the transferred officer should be governed by the regulations of the service in which he is at the date of his retirement. But what is of far greater importance is the fact that the Joint Committee of the Association of Municipal Corporations, the County Councils' Association, and the Urban and Rural District Councils' Associations unanimously resolved:

"That in the opinion of the Joint Committee Superannuation schemes should be made obligatory upon all local authorities and that greater uniformity should exist in regard to benefits."

N.A.L.G.O. is determined to explore every avenue to see whether the necessary parliamentary time can be found during this year. The Association had been told repeatedly that the time was not opportune for passing the Superannuation Bill when it tried its own hand in 1922, but by the good fortune of the ballot and persistence during the period of seven months, the 1922 Superannuation Act was passed.

The Association cannot hope for the ballot to be in its favour again, but there are other ways of introducing a Private Member's Bill, and this line is going to be pursued. We cannot help but feel that the House of Commons spends a lot of time on matters of much less importance than the welfare of the nation's public officers. Almost every day something transpires to draw attention to the anomalies which exist under the present Superannuation Laws, and it would be economy both in time and money to straighten out this important issue. We know that the vision of

most Members of Parliament on economy is limited and warped, but there is economy in efficient laws, and we enter upon a new year full of hope.

### A LOCAL GOVERNMENT CHARTER

WE had hoped that, before going to press with this issue, the report of the Departmental Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers would have been in our hands, but it will probably come as a New Year's gift to the Local Government Service. Sir Hilton Young, in referring to the imminence of the publication of this report, gave his assurance, without hesitation, that when it is received, it should be dealt with by him with the full realisation of all that it means to local government officers. The closest attention would be given to the considerations which they were expected to advance on the subject of the welfare of their service.

The General Secretary of N.A.L.G.O. speaking at the same dinner, said that N.A.L.G.O. would be greatly encouraged by the remarks of the Minister both in regard to superannuation and the pending report of the Hadow Committee. N.A.L.G.O. is looking forward to the Departmental Committee's Report, establishing, for the first time in the history of this country, a Charter of Local Government Service Conditions, and they are hoping that that report will mark a definite step forward and justify all the money and time which the Association has devoted to the up-lift of the status of local government officers.

It will be a great year if a new era can dawn for the Local Government Service, and if the superannuation scheme can be made applicable to every local government officer.

### FAITH WILL ACHIEVE MUCH

AS in other ways, so with superannuation, faith will remove mountains, and there is great faith in N.A.L.G.O. at the present time, by all classes of local government officers. Never has the Association experienced a year with a greater all-round record of progress than that which has just closed. The membership has increased, and every activity has gone forward by leaps and bounds.

The Association has laid the "economy ghost" and got back most of the "cuts." Not only N.A.L.G.O. but the Local Government Service have emerged from this period of uncertainty with a much higher prestige. We do not know what the future holds, but we do know from past experience that emergencies can be effectively met by the Association.

There is not a local government officer in the country who does not owe a great deal to N.A.L.G.O., and the few who find excuses for not joining have to admit that claim when, in their quieter moments, they review the changes that have come over local government as a result of the Association's work.



## SCOTTISH NOTES

DISTRICT COMMITTEE'S DISCUSSION ON WHITLEYISM: ADVANCE IN THE EDUCATIONAL WORK:  
ALL-ROUND PROGRESS REPORTED AT BRANCH ANNUAL MEETINGS

THERE was a record attendance at the Scottish District Committee Meeting on December 9, at the Council Chamber, Edinburgh. Among those present were Mr. W. W. Armitage, vice-chairman of the National Executive Council, and Mr. George S. Fraser, honorary solicitor for Scotland. It was the annual meeting of the Council, with Mr. Hugh Begg in the chair. The annual report showed an increase of some 300 in membership, and that within the past five years the membership had steadily increased, over 1,200 in all being added.

## This Year's Summer School

Mr. J. Weir Neilson submitted a satisfactory balance sheet. We were spending much more on meetings, the number of which had considerably increased, but this was perhaps a sign of useful activity. Mr. Campbell, reporting on the educational work, said it had been arranged to hold the Scottish Summer School at St. Andrews University in the week beginning June 23. The charge for residence this year would be 9s. 6d. per day in place of 10s. 6d. as had hitherto been charged. The diploma in public administration instituted at the instigation of the Council by the Glasgow School of Social Study was attracting a larger number of students, and the enrolments this year were sufficiently large to pay the cost; so that it would be unnecessary to renew last year's grant.

Mr. Borland, in submitting the report of the Law and Parliamentary Committee, remarked that the special case to determine certain questions in connection with compensation was in the hands of counsel, and they would see from the minutes before them some of the difficulties experienced in preparing the case. From the annual report they would notice how other court cases had been dealt with and how careful officials must be in submitting claims for compensation, and seeing that the procedure followed by the compensating authority was in conformity with the statutes. Legal proceedings were costly, and officials needed an association like ours to give them financial support. Mr. Archibald made a brief statement regarding publicity, and several remarks were made about misleading statements which appeared in the Press.

All the present office-bearers were elected for the ensuing year. The only important change made on the committees was the appointment of Mr. Donald Maclean, of Greenock, as convener of the Law and Parliamentary Committee in place of Mr. William Borland, who has done invaluable service as convener for several years past. Mr. Borland has now retired from the service, and is therefore no longer eligible for a seat on the Council. The Council was sorry to lose his services, and he will be greatly missed at our meetings. The Unemployment and the Poor Law (Scotland) Bill were remitted to the Law and Parliamentary Committee for consideration, and a letter from Mr. James E. Shaw, county clerk of Ayr, regarding reciprocity between the civil service and the local government service in the matter of superannuation was remitted to the Executive Committee.

## Mr. Armitage's Address

Mr. Armitage gave an interesting address on Whitleyism. He pointed out that the principle of joint consultation applied in the civil service and in many large industrial concerns. At the moment, there were four provincial Whitley councils for the local government service in England and Wales. Our first and foremost duty was to see that our own members were properly informed as to how Whitleyism would affect them as members of the local government service and of the association. It had been said that Whitleyism had no punch in it, and in one sense that was true. One could never wield

the big stick. In Whitley councils they came to decisions by discussion, by consultation, by reasoned argument. Once decisions were arrived at in such a way, they should not be challenged by the parties concerned.

At some time or other they had all witnessed the cowardly practice of individuals who gave a silent vote without assigning any reason for so doing. They were generally individuals who had not the courage to face the facts. In a Whitley council one met the opposition face to face and could demand reasons. To give a silent vote was, therefore, well nigh impossible. There was no better method of joint bargaining than for the parties concerned to meet round a table and discuss the points at issue. That was what Whitleyism meant.

A short discussion followed. Mr. George S. Fraser said that the difficulty in setting up a national Whitley council for the local government service arose partly from the disinclination of many Scottish members of local authorities to have any kind of interference with what they regarded as their own concern. There was also a geographical difficulty since people away in the north took a long time to travel to meetings held in Glasgow or Edinburgh.

Mr. Pettigrew said that he strongly favoured the Whitley council suggestion, and that, chiefly for the reason already expressed by Mr. Armitage, he did not like decisions affecting his interests being made behind closed doors.

Mr. John A. Fraser asked Mr. Armitage whether the value of Whitley councils was best proved by voluntary effort? Did he not think it best to adopt the principle of compulsion and make the decisions of Whitley councils binding on the parties concerned. Mr. Armitage replied in the negative. Once you exercise compulsion, he argued, you make enemies. One might bring strong influence to bear on authorities unwilling to honour any arrangement made. Compulsion did not come within the orbit of Whitley councils. He thought, however, that it provided proper protection for the lower-paid officers and for those not able to protect themselves.

On the motion of Mr. George S. Barry, Ayr, Mr. Armitage was thanked for his very interesting and informative address. After the meeting the representatives were entertained to high tea in the dining hall of the City Chambers by Edinburgh Branch.

## ANNUAL MEETINGS IN BRIEF

To report in detail the business of the annual meeting of each branch would be very tedious to most of our readers, but a few brief notes may be interesting.

**Renfrewshire (Paisley and District) Branch** was again this year the first to hold its annual meeting. Mr. Duncan Galbraith, the secretary, submitted a good report, which showed an increase of twelve in membership, and that a superannuation scheme for all the burgh employees was now well on the way.

At the **Perth** meeting, held in the City Chambers, there was a good attendance, especially of the lady members, and Mr. Alexander Morrison, Town Clerk of Bridge of Allan; Mr. George S. Fraser, Town Clerk of Aberdeen; and Mr. Mortimer, the divisional secretary, delivered brief addresses.

The new **Argyll** Branch held its first annual meeting on the following day, November 25, at Oban. The secretary, Mr. McMurdo, submitted a good report, and the constitution of the new branch, with its four sub-branches, was formally adopted. The question of the salary cuts and also the question of superannuation were remitted to the new executive to deal with.

The **Lanarkshire** meeting, held at Coatbridge, was very well attended, and the secretaries submitted an excellent report, which showed an increase of about thirty in the membership.

Mr. Mortimer reported on his interview with the County Council regarding salary cuts and superannuation and was thanked for his services. It was agreed that applications be made to Coatbridge Town Council for the restoration of the salary cuts and for a superannuation scheme.

On November 29, three branches held their annual meeting—Glasgow, Greenock, and the Eastern Border Counties.

## Glasgow Membership Increase

The Glasgow meeting was very well attended, there being between 600 and 700 present. Dr. Macgregor, the Medical Officer of Health, presided, and Mr. Archibald submitted the report of the Executive Committee, which showed that 220 had been added to the membership during the year, and that the branch had now some 1,800 members. Very few questions were asked at the meeting, but all members present seemed much interested in the proceedings. The financial statement submitted by Mr. J. Weir Neilson, the honorary treasurer, showed that the branch was in a sound position financially. It is probably the wealthiest branch in the association and has a Benevolent and Orphan Fund of its own.

The **Greenock** Branch, which Mr. Mortimer attended later in the evening, was also very well attended, and it was evident that the members took a very lively interest in the business. The secretary, Mr. McMichael, submitted a good report, showing a substantial increase in membership. It was decided that the Executive consider making application to the Town Council for a superannuation scheme.

The **Border Counties** Branch met, at St. Boswells when the new branch was able to report considerable development in the eighteen months of its existence. The chair was occupied by the president, Mr. G. J. Sherriff, County Clerk of Roxburgh. The membership of the branch has increased. Besides dealing with certain service conditions, it has co-operated in arranging a series of public lectures by Miss M. G. Cowan, O.B.E., M.A.

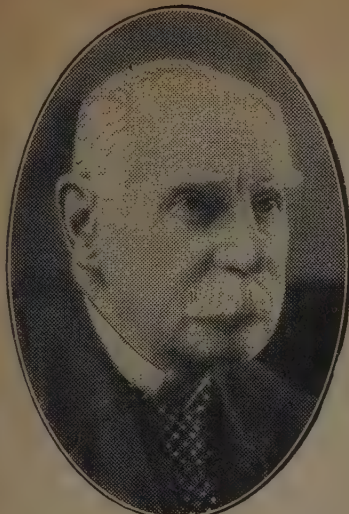
The **Dumbartonshire** Branch meeting was held the following evening, at Dumbarton. In the absence of the county clerk, who was expected to preside, Mr. J. A. Fraser occupied the chair. The business of the meeting was conducted in a lively fashion, and the annual report and financial statement were of a satisfactory nature.

The **North of Scotland** Branch held its annual meeting on December 7, at Inverness, when Mr. George Smith Laing, Town Clerk of Inverness, presided. The attendance was somewhat smaller than usual, but the proceedings were of an interesting nature. The report showed that the membership was much the same as in the previous year. It was decided to make application to the County Council of Ross and Cromarty for removal of the salary cut, and that similar action be taken in Inverness county, should the cuts not be removed at next meeting. It was also decided that the Executive consider the advisability of approaching Inverness County Council with regard to the adoption of a superannuation scheme.

**Ayrshire** Branch held its annual meeting in the County Hall, Ayr. Mr. John Davies, the president, was in the chair, and a good report showing an increase in membership was submitted. Mr. Archibald gave an interesting address.

• The **Middlesbrough** Branch indicates in its annual report an increased membership of sixteen during the year. At the annual meeting Mr. G. R. Collinson, engineer and manager of the Tees Valley Water Board, was elected president. Mr. W. Donnan addressed the meeting on "Superannuation."





The late **MR. E. T. GARDOM**, formerly Clerk to the Gloucestershire County Council

**A**S announced last month, the death took place on November 13 of Mr. Edward Theodore Gardom, O.B.E., President of the Gloucestershire Branch from 1918 to October 31, 1933, when he retired from the offices of Clerk of the Peace and Clerk to the County Council, after forty years' service. As recently as October 19, the staff at the Shire Hall assembled in the Council Chamber to say farewell to Mr. Gardom, and a presentation (which took the form of a silver salver, made by a renowned County craftsman and containing embossed work indicating Mr. Gardom's associations) was made by the Branch Chairman (Col. E. S. Sinnott). Mr. Gardom expressed his appreciation of the staff's kindly feeling towards him, and said that the gift, which he greatly valued, would descend in his family as an heirloom. In the closing week of October, on making his last appearance at a Council meeting, Mr. Gardom was presented with an oil painting of himself from members of the Council, county magistrates, and co-opted members of the County Education Committee. The funeral took place on November 18, and was attended by a large and representative assembly.

Mr. Mervyn D. J. Paton, Town Clerk of Kidwelly, has been elected a member of the Llanelly Town Council. Llanelly is about nine miles from Kidwelly. Mr. Paton has been a member of N.A.L.G.O. since 1929, and is Vice-President of the Llanelly Branch.

Presentations were recently made to Mr. James Patrick, Borough Treasurer of Sunderland for the past twenty-two years, who has now retired from the service. The presentations consisted of a mahogany bureau from the

## OFFICIAL AND PERSONAL

### THE LATE MR. E. T. GARDOM: SUNDERLAND BOROUGH TREASURER HONoured: MANCHESTER OFFICER'S FIFTY YEARS' SERVICE

Mayor and members of the Council, a silver hot-water jug from the chief officers, an oak gate-legged table from the treasurer's staff, and a three-piece Chesterfield suite from the Sunderland Branch of the association.

Mr. Patrick has been president and chairman of the Executive Committee for the last six years.

Mr. Ernest Foxall, who has been deputy Clerk to the Hebburn Urban Council and Education Committee for twenty-seven years, has been appointed Clerk to both authorities in succession to the late Mr. Thomas Stuart. Mr. Foxall, who was born at Jarrow, began his career under the old Jarrow School Board. Thirty years ago he took up an appointment under the Hebburn Council. He has proved a capable and diligent official, and has earned the confidence and esteem of the members.

The death took place, on November 24, of Mr. Matthew Armstrong, secretary to the Heston and Isleworth Education Committee, and he was buried on November 29, the day before that on which he would have officially retired. Mr. Armstrong had been a member of the Heston and Isleworth Branch of the N.A.L.G.O. since its inception in 1912. His chief hobby was miniature rifle shooting, in which he was highly skilled. The funeral was attended by a large and representative gathering of members and officers of the Borough Council, members of the teaching staffs, etc.

The death is announced of Mr. A. J. Linford, one time Director of Education to the Tottenham Education Committee, at the age of sixty-seven years. He was in the service of Tottenham for forty years, and retired on superannuation two years ago. Mr. Linford was a member of the Westminsterian Lodge Freemasons, No. 3344.

Mr. C. A. Ruscoe, who since 1921 held the position of Chief Cashier in the City Treasurer's Department of the Manchester Corporation, has, after fifty years' continuous service in the department, recently retired on superannuation. The City Treasurer (Mr. J. E. Bray), on behalf of the members of his staff, presented Mr. Ruscoe with a handsome easy chair as a mark of their appreciation of his long and valuable services. Mr. Ruscoe, whilst in office did much useful work for N.A.L.G.O., and for the past thirteen years was the Hon. Treasurer to the North-western and North Wales branch of that Association. Mr. T. Stafford, formerly Chief Clerk in the Department, has been appointed to the position of Chief Cashier relinquished by Mr. Ruscoe.

After thirty-four years' service with the Nottingham Corporation, Mr. George Endsor, civil engineering assistant, has retired. He was presented by his colleagues of the city engineer's

department with an oak dining table and chairs.

Mr. Endsor, who is a native of Derby, began his professional career with the firm of Andrew Handyside, structural engineers, and about fifteen years later entered the service of the Nottingham Corporation, under the then city engineer, Mr. Arthur Brown. He took an active part in the formation of the local branch of N.A.L.G.O. The city engineer, Mr. T. W. Gordon, made the presentation, and voiced his good wishes to Mr. Endsor. Mr. H. Chilvers, engineering assistant, who has been associated with Mr. Endsor for thirty-two years, Mr. H. E. Turner, architectural assistant, and Mr. H. G. Clarke, deputy city engineer, also spoke. Mr. Endsor made an appropriate response.

President of the Wimbledon Branch in 1920, 1921 and 1923, and a local government officer in the town for forty-seven years, first as Rate Collector and afterwards as Valuation Officer, Mr. John Lyne, who retired from the service this year, was recently honoured by a presentation from members of the Corporation staff. Gifts were presented to both Mr. and Mrs. Lyne by Mr. Harry J. Hill, Mr. Lyne's oldest colleague, the Town Clerk, Mr. H. Emerson Smith, presiding. Among the many tributes to the work of Mr. Lyne was that of Mr. A. E. McKenzie, who said that Mr. Lyne had rendered yeoman service to officials by the active part he took in N.A.L.G.O.

An enjoyable smoking concert took place at Coventry, the occasion being a presentation by Mr. Sydney Larkin, the City Treasurer, on behalf of the Finance Department Staff, to Mr. Harold A. Neason, who, after nearly twenty years' service, was leaving the Coventry Corporation to take up an appointment as principal Assistant to the City Chamberlain of Dundee. Mr. Larkin, in presenting a silver tea service suitably inscribed, congratulated Mr. Neason on his most deserved success and commented on this singular occasion of an Englishman securing an appointment North of the Tweed. Mr. Ernest Long, Deputy City Treasurer, said that Coventry was losing a capable and enthusiastic official, and the Finance Department a popular and genial colleague.

The East Kent Branch held their first annual ball at the Winter Gardens, Deal, on November 24, the function proving most successful and enjoyable. The Winter Gardens had been tastefully decorated for the occasion, and topical notices, such as "Rates Dept.," "Entertainments Dept.," "No Parking Allowed," etc., gave an appropriate atmosphere to the event. Carnival novelties, snowballs, streamers and coloured limelights played their part. Although dancing continued until 1.30 a.m., everybody remained until the end.

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# DISTRICT COMMITTEE MEETINGS

## SOUTH WESTERN

The seventh annual meeting of the South Western District Committee took place in the Council Chamber of the City Hall, Plymouth, on December 2. There was a record attendance of some fifty delegates, and they were welcomed to Plymouth by the Mayor (Councillor E. Stanley Leatherby, J.P.), and also by the President of the Plymouth Branch, R. J. Fittall, Esq. (Town Clerk of Plymouth).

The following officers were re-elected for the ensuing year:—Chairman, Mr. C. J. Newman, Town Clerk of Exeter; Vice-Chairman, Mr. P. H. Cole, Plymouth; Hon. Secretary, Mr. A. W. Saunders, Somerset C.C.; Hon. Treasurer, Mr. A. G. Billing, Plymouth.

### Service Questions

Interesting discussions took place in regard to a number of important questions which are now receiving the attention of the National Executive Council, viz., Establishment of further Convalescent Home Accommodation; Scales of Salaries and Conditions of Service for Institution Officers and Nursing Staffs; Nursing Home Scheme; Widows' Pensions Scheme; Eligibility for membership; Method of Election of Additional Representatives on the N.E.C. from Districts with Membership of over 2,500.

Headquarters of the National Executive Council are to be approached on matters relating to Superannuation (Temporary Provisions) Act, 1933; Building Society Legal Charges; Unemployment Bill, etc.

### B. and O. Fund

The Chairman of the B. and O. Regional Committee (Mr. S. C. Middleton, of Plymouth) reported as to the general financial position of the B. and O. Fund, and stated that his Committee would rather see every N.A.L.G.O. member pay the present small subscription to the Fund than to recommend any increase in the amount now paid by those who belonged to the B. and O. section. It was up to the branches themselves to undertake extensive propaganda to rope in all those who were outside the Fund.

The scheme put forward by the Bath Branch for the award of a Shield within the District was deferred for consideration at the next meeting.

The Teignmouth representative reported that the Teignmouth Council had restored the salary cuts to their officials, and had also adopted a new scale of salaries which was favourable to practically all their officers.

The Divisional Secretary (Mr. F. Thomas) reported that the membership of the District to date showed an increase of approximately 350 members as compared with last year.

A new branch had been formed in North Gloucester.

It was decided to hold the next meeting at Bath on February 24 next.

### Mayor's Tribute

After the meeting the delegates were entertained by the Mayor of Plymouth to a luncheon at the Royal Hotel. The toast of "The Mayor and Corporation of the City of Plymouth" was proposed by Mr. C. J. Newman and responded to by the Mayor. The Mayor paid a splendid tribute to the officials in Plymouth, and also to N.A.L.G.O. "The National Association of Local Government Officers" was proposed by Alderman Lovell R. Dunstan, J.P., supported by Councillor H. M. Medland, and Col. E. J. Stead responded. Councillor Medland drew special attention to the value of Whitley Councils. A hearty vote of thanks was given to the Mayor for his kind hospitality.

The officers and members of the Plymouth Branch kindly entertained the delegates on their arrival in Plymouth on Friday evening, December 1.

## SOUTH WALES

The annual meeting of the South Wales and Monmouthshire District Committee was held in the City Hall, Cardiff, on December 9. In the regretted absence of the chairman, Mr. C. B. Bright (Glamorgan) took the chair. In welcoming the delegates, the Lord Mayor of Cardiff (Alderman A. E. Gough) said it was only through banding themselves together that they could hope to achieve that standard of remuneration and conditions of service they were entitled to. In Cardiff they were well served by their officers. The Association had this year as their national president Mr. Cecil G. Brown, ex-Town Clerk of Cardiff, and no one was more worthy of their confidence. He was pleased to see they were pushing forward with the idea of the Whitley system. It might be too revolutionary for some, but it was a fine ideal, and neither employers nor employees need be afraid of it.

### South Wales Shield

The Lord Mayor presented the South Wales Shield to the Aberdare Branch, who last year contributed the highest amount per head of membership to the Benevolent and Orphan Fund. In doing so, he expressed high appreciation of the work of the fund. On the motion of Mr. G. Llewellyn (Monmouthshire County Council), seconded by Mr. J. Weslake Hill (Cardiff), the Lord Mayor was thanked for his address.

The committee received reports of the Executive Committee, which included the following resolution regarding the by-election for the National Executive Council.

"That this committee records its sincere appreciation of the action of Mr. Granville Llewellyn in resigning his seat upon the N.E.C. in order to facilitate the application of Rule 51, as amended at Conference, and urges all branches again to accord their fullest support to Mr. Llewellyn in the forthcoming election."

It was also mentioned that the committee was entitled by virtue of its grant of £15 15s. to the Aberdare Hospital to nominate an annual governor, and that the name of Mr. T. J. Hopkins had been submitted.

### Appeal for Unity

The annual report was approved. This recorded the greatest possible pleasure at the election of Mr. C. G. Brown as president of N.A.L.G.O. Satisfaction was expressed at the continued increase of membership which had nearly trebled in the last ten years, but regret was expressed that there were still non-members notwithstanding that there could be no doubt that every South Wales official had benefited directly or indirectly by the Association's successful work. Regret was also expressed that in two or three districts a few officers continued to support unrepresentative and influential organisations and so created a certain measure of disunity. The report also expressed satisfaction at the successful work carried out on behalf of officials during the year.

### Election of Officers

The following officers were elected for the ensuing year: Chairman, Mr. Thomas Evans (Rhonda); vice-chairman, Mr. H. E. Bolton (Glamorgan); honorary treasurer, Mr. F. A. Stephenson (Barry); honorary secretary, Mr. Rhys Williams (Gellygaer). In addition, seven members were elected to constitute the Executive Committee for 1934, namely: Mr. Tom Davies (Gwent), Mr. W. A. Davies (Llanely), Mr. H. N. Fitt (Newport), Mr. A. J. Gould (Glamorgan), Mr. J. Weslake Hill (Cardiff), Mr. T. J. Hopkins (Aberdare), and Mr. H. Morris (Swansea).

A hearty vote of thanks for his very valuable services was unanimously accorded to the retiring chairman (Mr. Godfrey Turner, Swansea).

## NORTH WESTERN AND NORTH WALES

The annual meeting of the District Committee was held at the Town Hall, Manchester, on December 2, under the chairmanship of Mr. J. W. Wilkinson, Deputy Town Clerk of Southport. Mr. W. H. Whinnerah, Vice-Chairman, Mr. F. J. Willett, Hon. Secretary, and Mr. C. A. Ruscoe, Hon. Treasurer, and Mr. Haden Corser, Divisional Secretary, were in attendance. Special guests at the meeting were the President of the Association, Mr. C. G. Brown, and the Hon. Solicitor for England, Mr. P. H. Harrold. There was an attendance of about 180 delegates.

The business of the meeting was mostly formal in character, but, arising out of the Hon. Secretary's report, a special appeal for contributions to and membership of the Benevolent and Orphan Fund of the Association was made.

### Presentation to Mr. Ruscoe

It was announced that owing to Mr. Ruscoe retiring from the Local Government Service on superannuation he had, in accordance with the rules, to retire from his office as Hon. Treasurer of the North Western District Committee. Mr. Ruscoe has acted as Hon. Treasurer for a period of thirteen years, having been elected to this position in 1920. Previous to this he had been Hon. Auditor to the District Committee for two years; Hon. Treasurer to the Manchester Municipal Officers' Guild for twelve years; had also acted as a Holiday Fund trustee, and as an auditor, and was one of the original members of the Guild, which was founded in 1906.

On behalf of the District Committee, Mr. Wilkinson presented Mr. Ruscoe with a three-piece suite of furniture and a gold wristlet watch as a token of appreciation of the valuable services Mr. Ruscoe has rendered to N.A.L.G.O. generally and to the North Western District Committee in particular.

Mr. J. D. Cannell was elected Hon. Treasurer.

The Alderman Turnbull Shield awarded for the highest average contribution per head of the membership was presented to the Eccles Branch, with a contribution of 13s. 1d. per member, for the period of the Conference, 1932, to Conference, 1933.

### The Annual Dinner

The ninth annual dinner of the District was held at the Stock Exchange Restaurant, Cross Street, Manchester, following the annual meeting. Among the distinguished guests were the President, Mr. C. G. Brown; Mr. P. H. Harrold, Hon. Solicitor for England and Town Clerk of Hampstead; Councillor J. Butterfield, and Mr. F. B. Lunt, of Liverpool; Mr. C. A. Ruscoe and Mr. G. Rhodes, of Manchester.

Councillor Butterfield, who, up to the date of his retirement a few months ago, was Chairman of the Liverpool Branch of N.A.L.G.O., and a member of the General Purposes Committee of the District Committee, in proposing the toast of N.A.L.G.O., said he was proud to be a native of Liverpool which gave birth to the Association. He believed that N.A.L.G.O. had reached that standard which had always been attributed to the Civil Service. The Civil Service had a status and reputation which they all admired. The Local Government Service had, by the help of N.A.L.G.O., attained that status and would never fall back. They had the reputation of having the finest services in the world, and by the help of N.A.L.G.O. the reputation of the municipal service would always remain at a high standard. "Efficiency is our watchword," he concluded.

The President, Mr. C. G. Brown, in responding to the toast of "N.A.L.G.O.," said: "There is one thing which Councillor Butterfield has said which I should particularly like to follow up and to emphasise—his cordial  
(Continued on next page, col. 1)



## DISTRICT COMMITTEE MEETINGS

(Continued)

allusion to the work, the devoted work, that is put in by the hon. officers. We cannot forget the debt we owe constantly to those who carry on the thankless task of a hon. officer of the Association." He congratulated them on their excellent meeting, which had all the signs of a vigorous and active body about it. He was delighted to see in particular the progress that the cause of superannuation had made locally. The matter of compulsory superannuation was constantly before the National Executive Council, and he thought they were making progress. He had been present at a Conference at which representatives of the Association of Municipal Corporations, the County Councils Association, and the Urban District Councils Association were all present and the feeling of the meeting had been unanimously in favour of compulsory superannuation at the earliest possible date.

### Then and Now

Mr. Harrold, in supporting the President's response to the toast, stated: "I have been a member of a local Guild for many years, and can remember the time when N.A.L.G.O. was a somewhat uncouth word, which was known only to a very few. Think of the contrast now. Those officers in high municipal office, who, up to recent years, were content to shrug their shoulders when N.A.L.G.O. was mentioned, have been known to show signs of pleasure at the mention of that name and have been known to say, 'Well, let N.A.L.G.O. get on with the job'—particularly when the question of salary cuts was raised in 1931. These gentlemen know now that it was N.A.L.G.O. who fought the battle of the municipal officer, including the battle of the highest as well as the lowest."

Mr. Harrold also dealt with recent activities in connection with the superannuation position.

Mr. J. E. Gee proposed the toast of "Our Guests," and Mr. F. B. Lunt responded.

A smoking concert followed the dinner, and the occasion was a thoroughly enjoyable and successful one.

### "THE ROTTERS"

Following the successful presentation by the newly formed Dramatic Section of Bath Branch of *The Younger Generation*, a breezy comedy, *The Rotters*, by H. F. Maltby, was produced at the Pavilion, Bath. The initial performance was attended by the Mayor of Bath (Councillor Rhodes G. Cook), the ex-Mayor (Councillor Herbert Chivers), and the Mayor-elect (the Right Hon. Lt.-Col. H. S. Davey), together with other members of the Council. The president (Mr. J. Basil Ogden, Town Clerk) and vice-presidents of the Branch and other chief officials were also present.

In selecting Mr. Maltby's play the members undertook something calculated to test their capabilities very fully. Happily, the N.A.L.G.O. players' handling of *The Rotters* was as clever as the play was witty. It would be hard to be over generous in praising the manner in which they captured the spirit of the play, under the able lead of Mr. Edward Lloyd, the producer.

The play was full of exceedingly funny incidents, the action was brisk, and the dialogue brilliant, with here and there some good "digs" at the magistracy, the civic rulers (which was appreciated by those civic rulers present), and the Press. Altogether over 800 people attended the first and second performances and were provided with a first-class entertainment. The duties of business manager were undertaken jointly by Mr. Wm. E. Eyles and the Hon. Branch Secretary. Mr. Kenneth Payne efficiently undertook the work of stage manager, and there were many other helpers behind the scenes to whom thanks are due for their valuable assistance.

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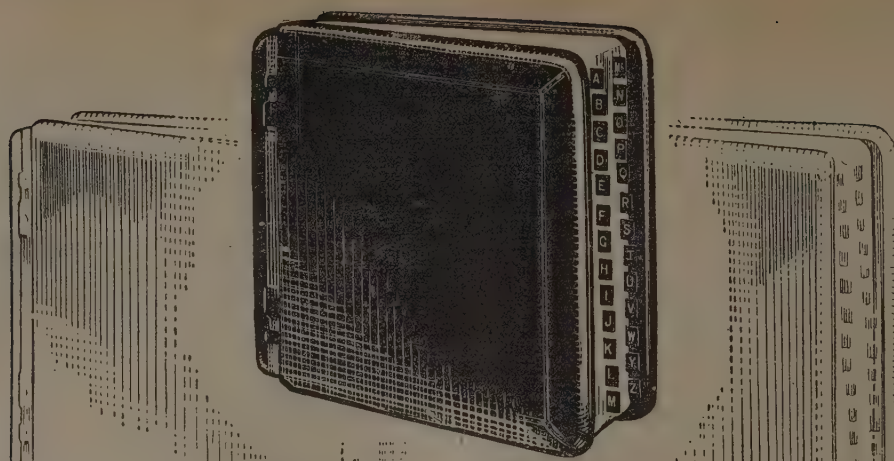
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# NEWS FROM THE BRANCHES

## N.A.L.G.O.'S VALUABLE WORK FOR LONDON COUNTY OFFICERS: POINTS FROM THE ANNUAL MEETINGS

**A**T the annual general meeting of the L.C.C. Branch of N.A.L.G.O., when Mr. Gordon Miles was elected president, the divisional secretary, Mr. T. M. Kershaw, showed, very convincingly, the valuable work which N.A.L.G.O. is doing in the interests of the L.C.C. staff. They had done all they could in regard to the grading and conditions of service of officers, but, unfortunately, a number were still awaiting grading in the Council's service. An appeal had been made for the temporary clerical staff to be taken on to the permanent staff. He understood that this was being considered by the L.C.C., but since the matter had not yet appeared on the council's agenda he proposed writing to the Clerk of the Council on the subject.

A vote of thanks was passed to the retiring officials, and a recommendation from the Executive Council that the branch place on record their appreciation of the work of Mr. Precious was followed by a proposal to convey this motion to Mr. Precious in permanent form. This was adopted.

### Address by Mr. C. A. W. Roberts

Mr. C. A. W. Roberts, member of the National Executive Council, addressed the meeting. He said he had not realised that so many transferred officers were members of the London County Council Branch. One looked to London for a lead to the rest of the country and, coming as he did, as a stranger to N.A.L.G.O. four years ago, he was astounded at the efficiency of the whole organisation. He regarded Whitleyism as a great step forward, and said that through it there was a direct avenue of approach to the employing authority that could not be got in any other way, for if they could get round a table a certain number of employers and employees and could there hammer out the questions that concerned them, they were getting a long way to settling questions of grading and service conditions.

There was a need for enthusiasm among the members. It was the duty of those present to bring in "the people who sat in a corner and groused." It was not fair for the few to do the work of the many, for he imagined they had a long road to travel before they solved their problems in the way they desired. Education was, to him, a very important part of the work of N.A.L.G.O., for he had made education his "pet thing." He suggested that there was something lacking in their organisation if they had not got an education committee. N.A.L.G.O. offered £1,000 a year in scholarships for their members, and £300 a year to the Universities to support a diploma in public administration.

This diploma opened up an avenue from the lowest to the highest branches of the service. Hitherto, it had been possible only for the professional man to get to the top of the service, but the diploma would remedy that, and if the Universities offered a degree for public administration that would be the hall-mark. There would then be an end of blind-alley jobs for brilliant men.

There was no other association in the country which offered the same facilities for education, and through education they would not only improve the service, but they would also improve their own officers.

He called for increased support for the B. and O. fund. He wanted to make the strongest possible appeal for new subscribers. They were getting perilously near to spending as much money as they received, which was not good, for it was necessary to have the money in hand when a rush came. They did not know when any one of them might need it, and no one was ever turned away. The amalgamation of the former National Poor Law Officers' Association with N.A.L.G.O. had been a wise step. He wondered whether the

members of N.A.L.G.O. realised what a particularly fine insurance theirs was. Nor could he understand why many nurses stayed out. The bargain the old association made, Mr. Roberts added, had been a sound one, and they had definitely improved the position of the transferred officer.

### Unity Essential

Appealing for unity in the service, Mr. Roberts emphasised that the national association could carry on negotiations much better than any local association, for local interests and local bias might sub-consciously affect things. National organisation could handle things better for, after all national problems required national treatment. The question of sectional associations was not so easy. There would have to be room for the sectional idea within N.A.L.G.O.

Superannuation was a question of national importance, and he urged the need for a compulsory scheme. The five years protection period of the 1929 Act was drawing to a close, and he wondered if there was "anything in" the delay in settling the grading system. It was more than ever necessary for those transferred officers to belong to N.A.L.G.O. for their own protection and safeguard. Mr. Roberts also referred to the need for carefully watching the interests of officers under the Unemployment Bill, which N.A.L.G.O. is doing.

No longer was the local government service secondary to the civil service; it was the equal to it, but there could be no true spirit of N.A.L.G.O. if they allowed local interests to overshadow national obligation.

### Officers and Committee

The following officials were elected: President, Mr. Gordon Miles; Vice-President, Mr. F. E. Cox; Treasurer, Mr. H. W. B. Jones; Hon. Auditors, Mr. T. Russell, Mr. W. E. Bullen, Mr. H. E. Gibson; Central Insurance Correspondent, Mr. E. G. Gentle; Education Correspondent, Mr. J. B. Swinbanks; Hon. Secretary, Finance Committee, Mr. R. H. Allen.

The following representatives were appointed to the Branch Executive Council by Area and Section Committees:—Area No. 2: Mr. H. C. Clark, Mr. E. C. Smith, Mr. K. Belsham. Area No. 3: Mr. R. G. Hembrow, Miss J. M. Henshaw, Mr. H. L. Nicholson, Mr. W. E. Bullen. Area No. 5: Mr. L. S. Tate, Mr. S. G. Marsh. Area No. 6: Mr. J. Lidbetter, Mr. A. H. Richmond. Area No. 7: Mr. A. N. Tyte, Mr. S. H. Gait. Area No. 8: Mr. W. Burton, Mr. W. Browning, Mr. T. Cook, Mr. H. E. Gibson.

London Industrial Colony: Mr. W. McLean. Head Office: Mr. P. N. G. Robinson, Mr. H. P. Sebborn.

The following additional elections to the Executive Committee were announced: Messrs. A. W. Frost, A. C. Harris, C. G. Huddy, and C. G. Betteridge; while, as the result of a ballot taken at the meeting, the following nine members were elected (area number in parenthesis): T. J. Rule (2), E. Lidbetter (2), T. F. Brown (2), A. C. Brewer (2), F. Knight (2), Dr. H. C. Boyd (3), T. L. Morgan (8), Miss E. Wyles (8), and Miss L. Morris (8). Mr. H. MacAllister and Mr. H. R. Murphy, both male nurses and belonging to Area 2, tied for tenth place, and it was announced that the question of co-opting one and regarding the other as elected would be dealt with by the Executive Council.

### Swansea

The annual meeting of the Swansea Branch was held at the Central Hotel, Swansea, on November 13. Mr. T. Leonard James, the chairman for the year 1932-3, gave an interesting account of the work of the Executive Committee during the past year, and reminded the members of the various activities of N.A.L.G.O.

stressing the aim of the Association for 100 per cent. membership, the necessity for further interest in the B. and O. Fund, the Approved and Provident Societies, and the benefits to investors and borrowers in the N.A.L.G.O. Building Society. Later in the proceedings, the Secretary of the Branch, Mr. Harry Morris, opened a discussion on "Whitleyism." The following officers were re-elected for the coming year: Chairman, Mr. T. Leonard James; Vice-Chairman, Mr. H. R. Murray; Financial Secretary, Mr. Jack Mort; Secretary, Mr. Harry Morris.

### Darwen Branch Function

The Darwen Branch were fortunate in being able to secure the new Public Baths Assembly Hall for the opening night, October 20, and a very successful whist drive and dance was held. Over 500 members and friends were present, including His Worship the Mayor of Darwen, Councillor William Jepson; the Mayoress, Mrs. J. J. Beckett; members of the Town Council; the Town Clerk, Mr. C. C. Byers, who is President of the branch; Mrs. Byers; and most of the chief officials of the Corporation.

The event was the talk of the town, both before and after, and is unanimously voted to be one of the largest and most successful social functions held in Darwen for many years. Tickets were in very great demand, and numerous applications had to be refused owing to the impossibility of accommodating many more than 500 people in the hall. The Mayoress made the presentation of the prizes.

Although the primary objects of the function were to give the new hall a good send-off, and to bring N.A.L.G.O. in front of the public as a live force, a profit was made and the B. and O. Fund will benefit accordingly.

### Leyton

The Leyton Branch held its thirteenth annual dinner at the Royal Hotel, Woburn Place, W., under the chairmanship of its President, Mr. J. Atkinson (Town Clerk) on December 6. The toast of the "Mayor and Corporation" was proposed by Mr. Bates, Vice-President, and responded to by His Worship the Mayor. The latter referred to the excellent relations existing between the Council and the staff. The toast of "N.A.L.G.O." was proposed by Alderman Hayward, and Mr. W. Percy Fox, Organising Secretary, replied. During the evening the President handed over to the Borough Treasurer the "John Atkinson" Departmental Challenge Cup which had been won by the staff of his Department by competition in various sports and recreations. An excellent entertainment was rendered during the evening.

### Port of London Authority

The seventh annual meeting of the Port of London Authority, Upper Division Staff Branch, was held on November 28, and all grades of the Upper Division Staff were represented. The President of the Association, Mr. C. G. Brown, addressed the meeting, and his remarks were much appreciated. He concluded with a moving appeal for sustained and increased support for the Benevolent and Orphan Fund. The Organising Secretary, Mr. W. Percy Fox, spoke with particular reference to the problems which face the Branch, and congratulated it on the solidity of the membership which numbers 863. A matter of particular interest upon which he touched was the evidence given on behalf of the Association before the Royal Commission on Unemployment Insurance. The value of an organisation in a position to protect its members in such a measure is not unappreciated by the Upper Division Staff of the Port of London Authority.

(Continued on next page)



## NEWS FROM THE BRANCHES

(Continued from preceding page)

The retiring Officers were re-elected, and in consequence the Chairman, Mr. T. F. Drayton, has entered his second year of office. The proceedings terminated with a vote of thanks to all who had carried on the work during the year. The great interest displayed by the members in the Meeting is a happy augury for the future prosperity of the Branch.

### Guildford

There was a record attendance of Local Government Officers at the annual meeting of the Guildford Branch on November 23. During the past year a series of social evenings has been held, also the annual dinner and outing—all of which have been most successful. The election of officers for the ensuing year resulted as follows: President, Mr. F. S. Toss-will; Hon. Treasurer, Mr. E. A. Lane; Hon. Secretary, Mr. F. J. Chittenden; Hon. Sec., B. and O. Fund, Mr. J. M. Hughes. Since the annual meeting was held, nineteen applications for enrolment as members of the Association have been received.

### Bolton

There was a record attendance at the annual meeting of the Bolton and District Branch. Mr. W. R. P. Burns, Master of the Fishpool Institution, was elected president, whilst other new appointments were: Mr. John P. Ainsworth, B.Sc., M.Inst.C.E. (Waterworks Engineer) as vice-president, and Messrs. F. R. Burrow and B. Twyford as hon. auditors. The retiring president (Mr. A. Baldwin, Clerk to the Turton U.D.C.), announced that in recognition of his appointment to the presidential chair twelve months ago, the twelve members of the Turton staff had been making special contributions throughout the year, as a result of which he had pleasure in handing over a cheque for £7 7s. to the B. and O. Fund. Miss Mabel Mann (Socials Secretary since 1930), who on her recent marriage has retired from the service, was the recipient of a handsome present in pewter, subscribed for by members of the branch. Mr. G. W. Coster, M.B.E. (vice-president of the Association) addressed the meeting.

### Bingley

The Bingley Branch is showing signs of renewed activity. At a well-attended annual meeting, the local secretary reported an increase in membership to 43, representing 86 per cent. of the members of the staff. Of these, 23 are members of the B. and O. Fund. Addresses were given by Mr. J. B. Swinden, D.O.S. for Yorkshire, and Mr. A. G. Bolton, the Hon. Secretary of the Yorkshire District Committee. Mr. W. E. Cooke, Sanitary Inspector to the Bingley U.D.C., was elected president. A dinner was held on December 4, at which the Chairman, and numerous members of the Bingley Council, were present. Appreciation of the work done by the staff was expressed by the Councillors.

### Barnsley

At the annual meeting of the Barnsley Branch the Town Clerk was elected president. There was a fairly good attendance, and the Divisional Secretary gave an address on the work of the Association.

### Co. Durham

The membership of the Durham County Branch is now 636, being an increase of 134 on the previous year. This constitutes the branch as the premier branch in the North-Eastern District. During the past year the County School Attendance Officers decided to join the Association, and while preserving their identity and continuing to meet as heretofore, they have now become the Durham Central Sub-Branch. The Sedgfield Sub-Branch,

which was formed during the year, has a membership of 34. The report from the Bishop Auckland Sub-Branch indicates the membership as 61, with a contribution to the B. and O. Fund amounting to £4 11s. 9d.

### Gateshead

The general secretary, Mr. L. Hill, spoke on the work of the Association, particularly dealing



By Courtesy]

[Manchester Evening News

Mr. C. A. RUSCOE,  
Manchester, who has retired after fifty  
years' service. (See page 361)

with service conditions, at the Gateshead Branch annual meeting. Mr. A. Carter, Deputy Borough Treasurer, presided, and was supported by Mr. J. W. Porter, Town Clerk, and Councillor Robertson.

### Huddersfield

The Divisional Secretary delivered an address on the question of "Whitleyism" at the Huddersfield Branch annual meeting. Mr. W. Dransfield, who has acted as honorary secretary for some years, was reluctantly compelled to relinquish that office, and Mr. P. Whiteley was appointed in his place.

### East Suffolk

At the annual meeting of the East Suffolk Branch at Ipswich, Dr. A. G. Atkinson was elected President of the Branch in succession to Mr. H. M. Spink, to whom a cordial vote of thanks was passed for his services to the Branch. Mr. W. P. Fox, Organising Secretary of the National Association, addressed the members on some aspects of the work of the Association.

The annual report showed the membership of the Branch to be 177. Mr. A. Butters had intimated his desire not to be renominated for the Hon. Secretaryship and an expression of appreciation of his services was recorded. Mr. W. R. Reid, who had served as Assistant Hon. Secretary, was elected Hon. Secretary of the Branch. Mr. A. Knight was re-elected Hon. Treasurer and Mr. R. R. Leawood, Hon. Auditor. A ballot for the Executive Committee resulted in the election of Miss Mann, Miss Bevan, Dr. Cade, Messrs. A. Butters, E. Roper, J. Bolton, S. W. Stevens and G. Ranson. Mr. A. Butters was appointed as representative on the Eastern District Committee and Messrs. F. A. W. Clarke and R. M. Cook as delegates to the annual conference. The Committee for Lectures and Social Functions was reappointed with Mr. C. E. Lee as Hon. Secretary. Branch Hon. Correspondents are: Provident and

Insurance Societies, Mr. G. Ranson; Approved Society, Mr. A. Knight; and Building Society Mr. S. W. Stevens.

### Brighton

The annual general meeting of the Brighton Branch was held at the Royal Pavilion on December 12, and was attended by representatives from practically all departments. Mr. Horace Webb, Public Assistance Officer, was elected President for the ensuing year in succession to Mr. R. W. E. Bunn, F.S.A.A., Borough Accountant. Mr. F. G. Herbert (Hon. Secretary) and Mr. F. S. Hardcastle (Hon. Treasurer) were re-elected. The Executive Committee's annual report gave the Branch's membership as 426, an increase of 22 over last year, and bore testimony to the valuable work carried out in negotiating with the Council with regard to salary deductions, superannuation and the Brighton Transport Merger, and safeguarding the interests of the members generally. Mr. Arthur Webb, N.E.C. representative for the S.E. District, gave an interesting account of the N.E.C.'s work during the past year.

### North Riding

The North Riding County Officers' Branch is still making very rapid progress, and during the past year has increased its net membership by 46. The Honorary Secretary drew attention in his annual report to the removal of the headquarters of the branch from Guisborough to Northallerton. Reference also was made to the important decision taken at a recent meeting of the County Officials' Association, when it was decided that to have two separate staff associations was both unnecessary and inadvisable, and the County Officials' Association was wound up. A dance has been held in aid of the Benevolent and Orphan Fund, and it is pleasing to note that as a result a cheque for the sum of £7 3s. 1d. has been forwarded to head office.

### Bucks

Mr. S. Lord, immediate past president of the Association, attended the annual meeting of the Bucks County and District Branch, when a presentation was made to Mr. H. H. Yea, hon. secretary, for his excellent services. A further increase in membership was reported, namely from 228 last year to 258.

### Notts

Membership of Notts County Branch in 1932 was 323, compared with 312 in 1931 and 168 in 1929. With regard to special activities, 30 are members of the Provident Society, 71 of the Approved Society, 30 of the Building Society, 20 are insured for motor cars and motor cycles and several have taken out other policies with the Association. Over £43 was subscribed to the B. & O. Fund in 1932-33.

### Malvern

Malvern dinners are always enjoyable functions, and this year fully maintained the tradition. Mr. W. O. Thorp (president of the branch) presided, supported by the Chairman of the Council (Councillor W. Sayers, J.P.). In responding to the toast, "N.A.L.G.O." Mr. J. E. N. Davis congratulated the branch on their splendid support of the B. and O. Fund and on again winning the West Midland and O. Shield, and especially thanked Mr. F. Layton, the hon. secretary, and Mr. H. L. Mann, Deputy Clerk of the Council, for the work for the Fund.

### Cleethorpes

The branch annual meeting was held on December 7, when Mr. L. W. Pye (Surveyor) was appointed president.

### Lincoln City

It was reported that branch membership was 224, a net increase of 24 during the year. Satisfaction was expressed that temporary reductions in salaries ended on October 1.



## NEWS FROM THE BRANCHES

(Continued from preceding page)

### Worcester City

Mr. H. Hacking, City Treasurer, reviewed activities of the year and stressed the great value of the Association. Mr. Hacking was thanked for his address and for his invaluable services while president. Dr. Griffin, Medical Officer of Health, was elected president for ensuing year.

### Gwent

Mr. Charles Edwards, M.P., Chief Labour Whip, was the principal guest at the annual dinner on December 2, presided over by Mr. Thomas Jones, Bedwas. In a reference to the Unemployment Bill, Mr. Edwards expressed the opinion that it was unfair to areas like Monmouthshire and that the maintenance of unemployed persons should be a national charge.

### Cardiff

The annual meeting of Cardiff Branch was held in the City Hall on December 5, when a presentation was made to the retiring president of the Branch (Mr. C. G. Brown, president of the Association). Tributes were expressed to Mr. Brown's unflinching support and guidance over many years.

### Monmouth County

The annual report of the Monmouth County Branch showed progress in many directions and increased membership. Mr. L. Hill, general secretary, attended the annual meeting on December 8 and addressed the members on the Association's activities. Mr. B. E. Jenkins, who retired from the office of hon. treasurer after many years' service, was warmly thanked for his work for the Association. Mr. E. A. Stanton was elected hon. treasurer and Mr. A. O. Patterson re-elected hon. secretary.

### Linsey County

Increased membership was reported and satisfaction expressed at the branch annual meeting at the adoption of the Superannuation Act by the County Council.

### Tredegar

The Divisional Secretary addressed officers of the Tredegar Urban District Council at a meeting presided over by Mr. A. P. J. Gough, chief financial officer, which had been convened by Mr. A. S. Norris, hon. secretary. The meeting, it is hoped, will lead to renewed interest in and support of N.A.L.G.O.

### Greenwich

At the annual meeting of the Greenwich Branch the President, Mr. F. J. Simpson, Town Clerk, congratulated the Branch on its successful year's working and said that Greenwich now possessed a very comprehensive superannuation scheme, probably as good as any in the country, and further that there was reason to believe that changes might be made shortly which would also operate to the advantage of members. The President paid a warm tribute to Dr. Annis' work and influence in connection with the Branch since its inception, saying that not only had Dr. Annis been Chairman of the Executive Committee almost continuously, but had again and again been a valuable friend to the Branch whenever opportunities arose for furthering their interests.

### Barrow-in-Furness

The annual dinner and dance of the Barrow Branch of N.A.L.G.O. was held on December 1, Mr. J. Latta (president) presiding. The toast of the Barrow Corporation was proposed by Mr. W. A. Chislett (Town Clerk), and the Mayor (Alderman Tom Morton) replied.

### West Kent

The annual meeting of the West Kent Branch was held at Dartford on December 8, presided over by Mr. E. J. Hobbs, Clerk to the Dartford Rural District Council, and President of the Branch. Mr. Arthur Webb, the Chairman of the South Eastern District Committee, addressed the members on the activities and policy of the Association, and great interest was shown in the efforts being made to obtain an extension of Whitleyism in the service.

Mr. G. M. Preston retired from the office of Hon. Treasurer, after holding the post for 14 years, and was warmly thanked by the Branch for his services. Mr. S. D. Eldred, Dartford Borough, was elected to the office for the ensuing year. As in previous years, a resolution was passed levying 20 per cent. on the annual subscription for the benefit of the B. and O. Fund, the Branch thus obtaining 100 per cent. membership. After the meeting a social supper was held and musical items rendered by several members.

### Montgomery County

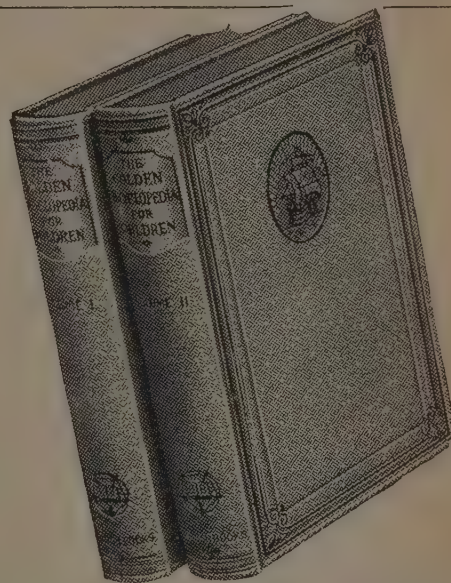
The annual meeting of the Montgomery County Branch was held on November 22. Colonel G. R. D. Harrison presided at the commencement and the chair was later taken by Mr. C. T. M. Taylor. At the invitation of the branch, heads of departments and other officers were invited to a public meeting, when Mr. Taylor addressed the meeting on the aims and activities of the Association, and was supported by Messrs. J. J. Mourby, K. G. Dart, Harry Smith, and C. M. Hughes.

*Owing to extreme pressure on space a number of branch reports have been unavoidably held over.*

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# AT RANDOM

By "HYPERION"

## Lethargy

"I HAD the power if I could raise myself to will it, and yet again had not the power, for the weight of twenty Atlantics was upon me. . . ."

You know that feeling, don't you? It seems to be particularly prevalent on Sunday afternoons (and this is a Sunday afternoon). At any rate it is afflicting me now. I feel too lazy even to roast chestnuts, and I am particularly "partial to" a good roast chestnut. But they do take such a lot of looking after. Usually, either one half of the chestnut is hard and inedible, or the whole thing catches fire and turns out a nasty black ball. Only one in every dozen attains that soft mellow, succulent state, the very thought of which makes my mouth water. But there—life's like that, isn't it?

\* \* \*

## Fasting and Feasting

Talking of food, it is a crazy world we live in. On the one hand we know that thousands of people are living virtually on starvation level in this so-called "age of plenty"; thousands of others who could, if they wished, live on the fat of the land, are living on the verge of voluntary starvation owing to a fetish for "slimming" and in an attempt to attain or preserve that "willowy" figure which is the fashion at the moment. They are like Chaucer's "Doctour of Phisik"—only more so—

"Of his diete mesurable was he,  
For it was of no superfluitee."

I heard the other day of one of these deluded creatures, usually a very good-tempered woman, who had lived for three days on orange juice, and who suddenly descended from her bedroom and slapped her husband's face from sheer *crise de nerfs*.

So do not risk spoiling your temper by fasting, my children, but eat and enjoy your food and be thankful. Be comforted by the thought that (if you are a man) you can always wear one of those "white evening waistcoats with elastic inset in the waistband which permit a gentleman to expand during dinner with comfort and dignity!"

\* \* \*

## The Modern Touch

Question from the examination in English for the Civil Service in 1932:—

"Write a poem to a young lady on her 21st birthday."

—Useful, no doubt, for assessing a candidate's powers of expression. But I should have thought that "Write a letter to your superior officer on hearing that he is about to retire" would afford even wider scope for the display of would-be Civil Servants' literary gifts.

\* \* \*

## More Howlers

Contralto is a low sort of music which only ladies sing.

Simon de Montfort formed what was known as the Mad Parliament. It was something the same as it is at the present day.

General Smuts are what all the different black races are called in the north-western quarter of Africa.

The name of Caesar's wife was Caesarea; she was above suspicion.

Henry VIII's popularity was shown by the title he gained as the "Offender of the Faith."

\* \* \*

## Dancing

I am delighted to see that the Charleston is being revived in the new form of the Charleston Blues. I shall never forget the feeling of sheer exhilaration I experienced (aeons ago it seems!) when I first learnt to Charleston. Do you remember how everyone, from children on the streets to people on railway station platforms

waiting for their trains, was performing those curious jerky, rhythmic steps?

One of the best short descriptions of dancing was made by a poet—Thomas Campion. He called it "the mirth of feet."

"Why should not Dr. Johnson add to his powers a little corporeal activity?" asked Dr. Johnson, to whom some daring friend had repeated a ribald rumour to the effect that he was taking lessons of the great dancing-master Vestris. To justify his frivolous lapse even into a pretence of countenancing such a rumour, he added ponderously that Socrates learned to dance, as Cato learned Greek, at an advanced age.

\* \* \*

Arnold Bennett, to switch back to the twentieth century, first took up dancing when he was well past the forties. At first he was very self-conscious about dancing in public, but later he completely succumbed to the charm of the dance, as this exquisite description of a gramophone "hop" bears eloquent witness:

"He observed the youth and prettiness and liteness of the brightly dressed girls, and the stern masculinity of the men, and enjoyed the thought that both girls and men had had the wit to escape from the ordinary world into this fantastic environment, created out of four walls, a few Chinese lanterns, some rouge, some stuffs, some spangles, friction between two pieces of metal, and the profoundest instinct of nature."

\* \* \*

## Detective Stories

Apropos my remarks last month on the subject of Detective Novels, I have since been told that roughly 75 per cent. of the novels published in this country during the last year belonged to this category of fiction. It is a staggering percentage.

Edgar Allan Poe was the father of this school of fiction; then, since the War, there has been this astonishing crop of very competent writers of detective stories.

\* \* \*

## A Good One-and-sixpenceworth

One of the best books of its kind which I have seen is a syllabus on Physical Training for Schools, 1933, published by H.M. Stationery Office for the Board of Education.

This contains (*inter alia*) chapters on the general methods of teaching physical exercise, the organisation and coaching of games, notes on the teaching of dancing, and athletics, and is profusely illustrated with diagrams and photographs. Many of the exercises described are equally suitable for adults as for children, and it is altogether a first-rate production.

\* \* \*

## This Month's Competition

A prize of ros. is offered for the best short humorous story relating in any way to Local Government. I am sure that the general public regards Local Government Officers—as they regard Civil Servants—as dull dogs, but I know that there is plenty of latent humour among us.

The stories must be written on postcards and addressed to Hyperion, c/o The Editor, LOCAL GOVERNMENT SERVICE, 3-4 Clements Inn, Strand, London, W.C.2, on or before Saturday, January 13.

I reserve the right to divide the prize if necessary.

Just as a sample of the kind of story I want, let me quote one told at a recent N.A.L.G.O. dinner. It was about the official who was told by a friend that Russia had abolished the figures of kings and queens on playing cards, and had substituted prominent local personalities.

"That's an interesting idea," replied the official, "How jolly to go nap on three councillors and a couple of sanitary inspectors!"

# SPRING IS COMING

And will bring its usual train of illnesses, colds, influenza, and all the minor ailments caused by the rigours of the Winter and the change of the season. You may not avoid illness but you can provide against the heavy expense.

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## MUNICIPAL EXPENDITURE

Discussing criticism of municipal expenditure in the *Journal and Guardian* (Bolton) recently, "Civicus" observes that the critical view had been voiced in connection with the new civic centre scheme. "It shows to those who know a woeful ignorance of the conditions under which our public officials work at present, and the enormous duties which they have to perform on our behalf," he declares. "To take only the chief officials whom we are, as a Corporation, obliged by law to appoint, imagine a private business of the administrative magnitude and the capital value of Bolton, and then ask yourself if the main officials of the firm would be expected to do their jobs at the salaries and under the office conditions provided by our municipality. It is a diamond jubilee ago since the present Town Hall came into use. Bolton's population was then less than half what it is now, and the rateable value of the borough less than a quarter. Yet the accommodation is still the same for the greatly increased administration."

# "HELP YOURSELF" RESULTS

## 100 Gifts for N.A.L.G.O.

The following is a list of persons who purchased "Help Yourself" Annuals through N.A.L.G.O. and who have been presented with gifts.

Voucher No.	Gift No.	Name	Branch	Gift
D.E. 229	263	Allen, Miss I.	Cambridge C.C.	Supply of shaving and toilet soap.
D.C. 583	667	Aspinall, Mr. D.	York	"Swan" self-filling pen, value £2 7s. 6d.
D.E. 550	971	Auld, Mr. D.	East Sussex	ditto
C.Z. 1834	92	Boardman, Mr. G.	Middleton	"Lincoln Bennett" hat, value £2 2s.
D.G. 1892	235	Banks, Mr. T. W.	East Suffolk	Three bottles "Molinari" red vermouth.
N.J. 1764	425	Bellamy, Mr. V. W. P.	West Riding	Six bottles Booth's dry gin.
C.W. 13	507	Briggs, Miss L. A.	Bromley Borough	Half-gallon enamel paint and a car maintenance outfit.
N.K. 263	712	Bedford, Miss E. A.	Bradford	One prime blue Stilton cheese.
D.J. 323	738	Beer, Mrs.	Devon C.C.	A "Harris" gammon of Wiltshire bacon.
D.C. 1832	961	Bagnall, Mr. H. W.	Nottingham	Seven pounds paint and 3 tins Paripan cleaner and polishes.
D.P. 566	1015	Burgess, Mr. H.	South Shields	A Conway Stewart pen.
D.B. 529	1309	Bath, Miss E. A.	Sunderland	Architect's plans of a house or fruit and flowers value £1 1s.
C.Y. 706	1353	Bray, Mr. F. G.	Altrincham	Supply of wire goods.
N.M. 11	1995	Brown, Mr. H. T.	Surrey C.C.	Dinner for two at Stewarts Restaurant, S.W.1, if unable to attend personally, a box of chocolates instead.
D.C. 524	144	Carberry, Mr. F.	West Riding C.C.	Two "Aertex" shirts with collars to match, value £1 1s.
C.X. 386	197	Carnell, Mr. T. H.	Middlesex C.C.	A dinner and dance for two at the Grand Hotel, Eastbourne (if unable to accept, another gift will be substituted).
D.J. 1924	520	Corsan, Miss D.	Lanark C.C.	Conway Stewart "Dinkie" pen, valued £1 5s.
C.W. 295	1235	Cane, Mr. T. S.	Chelsea	Ladies' fitted blouse case.
C.Y. 728	1292	Cockburn, Miss	Altrincham	Three piece Community Plate carving set, value £1 5s.
D.C. 89	1526	Cripps, Mr. G.	Rothwell and Ardsley	Six 3s. 3d. tins "Ovaltine."
D.L. 1315	1677	Cudlipp, Miss L. M.	Portsmouth	New Durban Duplex razor.
C.Y. 46	1689	Chapman, Mr. C. R. W.	Wembley	ditto.
D.E. 840	1737	Coveney, Mr. W. F.	Hastings	Conway Stewart pen mounted in rolled gold.
D.L. 57	1762	Carroll, Mr. J. F.	East Sussex C.C.	Case of Cleansers and Polishes
C.Z. 848	261	Dodgson, Mr. E. A.	Wallasey	"Court Royal" satin or brocade hook-side girdle to wearers' measurements.
C.W. 1326	1827	Davis, Mr. H.	Hampstead	Case of four dozen bottles Caria water.
N.K. 1495	1819	Davis, Mr. J.	Cambridge C.C.	Daren loaf twice a week for six months.
D.M. 1260	1528	Evans, Mr. A. J.	Maidstone	Twelve bars of "Ovaltine" chocolate.
D.C. 1617	543	Finch, Mr. A. J.	Cambridge	Conway Stewart "Dinkie" desk stand and pen, value £1 1s.
D.C. 691	784	Fountain, Mr. G.	Chesterfield	"Roina" Metalik hone and strop, shaving brush, and toothbrush.
D.H. 1620	863	Fettes, Mrs.	Dundee	Ormond cabinet loud-speaker, value £1 9s. 6d.
N.J. 1742	1406	Freeman, Mr. E.	West Riding C.C.	A "Swan" pen desk set, value £1 15s.
D.P. 1333	1718	Foxcroft, Mr. F.	Settle	Printed Serpent permanent garden labels, value £2 15s. 6d.
C.Y. 1351	41	Grey, Mr. W. H.	Bootle	"Nesta" suite of modern design, value £30.
D.B. 370	390	Gravill, Mr. R. E.	Manchester	Books, value £2 2s.
D.G. 920	583	Goodall, Mr. R.	Lindsey C.C.	Quantity of Paripan paint.
C.X. 1869	602	Grundy, Mr. G.	Teddington	Electric silver-plated teapot, £1 1s.
D.Y. 725	132	Hargreaves, Mr. J.	Newcastle-under-Lyme	Lingerie, hosiery, or gloves, value £2 2s.
D.E. 638	789	Harris, Miss M. W.	East Sussex C.C.	"Antifire" extinguisher for house or car
C.Y. 686	868	Hodgson, Mr. E. S.	Altrincham	Ormond cabinet loud-speaker, value £1 9s. 6d.
C.V. 1626	1089	Houghton, Mr. E.	Barnet	Fifty-six-pound bag of compound fish manure.
C.Z. 1835	1132	Hall, Mr. W.	Middleton	Parcel of Bath's original Devon violet preparations value £1 1s.
D.B. 1032	1295	Holroyd, Mr. J.	Brighouse	Box of caribonum typewriter carbon paper and ribbon.
D.E. 1420	1396	Haynes, Mrs.	Maidstone	Game cock or a pair of fatted chickens.
D.D. 1906	359	Jackaman, Mr. W.	Rochford	Twelve bottles French white wine.
D.A. 1148	405	Jackman, Dr. A.	Widnes	Gold-mounted "Relief" fountain pen.
D.F. 1760	559	Jones, Miss J.	Glamorgan C.C.	Box of kippers and a box of haddocks.
D.G. 692	1433	Jamson, Miss	West Riding	Ormond oak cabinet loud-speaker, value £1 2s. 6d.
C.X. 584	16	Keane, Mr. F. J. C.	Paddington	Fine diamond and emerald brooch mounted in all platinum, London hand made.
D.D. 1886	890	Leggat, Mr. G. L.	Norwich	Bottle of Royal port or Oloroso sherry and, if living near Cheapside, London, a free glass of either for recipient and friend every day for a week.
D.K. 1838	964	Laing, Miss M. E.	Perth	Lunch for two with a bottle of wine at Pinoli's, London.
N.L. 1942	1135	Lawrence, Mr. L.	Brighton	Three dozen packets "Dairy" fruit/junket crystals.
C.Z. 549	1470	Lord, Miss T.	Southport	Conway Stewart "Dandy" pen mounted in rolled gold.
C.X. 760	1502	Lancaster, Mr. J. W.	Derby	Two mounted water-colours, value £2 2s.
D.B. 996	2009	Langton, Mr. S.	Bridlington	Parcel containing pork pie, sausage, brawn, and bacon.
C.X. 1406	210	Macfarlane, Miss M.	St. Marylebone	Trouser length of green or grey flannel.
D.J. 1145	385	Madge, Mrs. L.	Cardiff	Two bottles "GeoRoe" Irish liqueur whisky.
D.G. 1379	513	Morris, Mr. W. H.	Aberdare	Half gallon of enamel paint and a car maintenance outfit.
C.X. 505	544	Macey, Mr. A.	Middlesex C.C.	Conway Stewart "Dinkie" desk stand with pen, value £1 1s.
D.L. 1450	994	Minnis, Mr. R.	Southampton	Collection of twelve Bide's Hollyhock plants.
N.K. 1901	1002	Marton, Mr. W.	Lowestoft	Two hot water bottles, pair bathing shoes, and pair rubber gloves.
N.J. 431	1303	McSwiney, Mr. S. D.	P.L.A.	Felt hat, umbrella, or walking stick, value £1 1s.
D.L. 545	1517	Moseley, Mr. R. D.	Aberdare	Ormond oak cabinet loud-speaker, value £1 2s. 6d.
C.Y. 1833	1538	Nield, Mr. H. F.	Crewe	Two bars "Ovaltine" chocolate.
N.L. 603	1693	Nugent, Miss K.	Kent C.C.	Case of wine.
D.N. 146	1780	Nettlehip, Mr. N.	Doncaster	One dozen 4-oz. tins of "Oilit."
D.E. 388	386	Ormond, Mr. T. E.	Norfolk C.C.	Two bottles "GeoRoe" Irish liqueur whisky.
D.L. 542	338	Pascoe, Mr. S.	Aberdare	Twelve boxes "Sea King" brand packet cheese.
D.K. 1699	1136	Pentney, Sergt. G.	Lanark C.C.	Three dozen packets "Dairy" fruit/junket crystals.
N.L. 556	12	Richmond, Mr.	Kent C.C.	£25 worth of goods from Harrods.
C.Z. 874	42	Radcliffe, Mr. H.	Wallasey	"Swan" self-filling pen, value £2 7s. 6d.
D.A. 534	128	Rigby, Mr. A.	Manchester	Two-drawer mahogany cabinet, containing ninety-six pieces Community plate and cutlery value £24 15s.
C.Y. 1651	499	Ross, Nurse	Cheshire C.C.	Assorted case Foster Clark's commodities, value £1 1s.
D.G. 1258	672	Richards, Mr. T.	Aberdare	Hamper containing an assortment of "O.K." table condiments, value £1 1s.
N.O. 48	721	Roper, Mr. D. H.	Essex C.C.	Ormond cabinet loud-speaker, value £1 9s. 6d.
N.K. 365	852	Rogers, Mr. F. S.	Harrogate	Four dozen potted paste every quarter day for a year.
N.K. 604	857	Roberts, Mr. W. A.	Chesterfield	Bottle of Jacobs' salad oil and a bottle of frying oil.

(Continued on page 370)



# INTERNATIONAL UNION OF LOCAL AUTHORITIES

## PRELIMINARY ARRANGEMENTS FOR THE 1934 ASSEMBLY AND CONFERENCE

IT has been decided that the general assembly and conference, 1934, of the International Union of Local Authorities will be held in Lyons from July 19 to 23, 1934. These meetings will no doubt be preceded and followed by visits to certain towns in France offering special interest, particularly from the point of view of installations for the destruction of household refuse.

The two questions with which the conference will concern itself are:—

- (a) What is the actual situation, in the different countries, on the teaching of matters of municipal interest? In universities and in special schools or institutes?

What is actually done in order to prepare and improve those who have to deal with public management?

What could and should be done?

To prepare a list of itinerant lecturers and professors who should constitute a panel for an international university extension course.

- (b) The existing systems for the collection and destruction of household refuse.

A special exhibition of the material and general methods for the services which will occupy question (b) will be organised by the Committee of the Lyons Fair.

Further particulars of this assembly and conference may be obtained from the general secretary and director of the International Union of Local Authorities, M. E. Vinck, 3bis, Rue de la Regence, Brussels, or from Mr. L. Hill, general secretary, National Association of Local Government Officers, 24 Abingdon Street, Westminster, S.W.1.

### International Cruise

A glorious opportunity occurs for those who will be attending the conference of the International Union of Local Authorities at Lyons to take their holiday in pleasant association with their colleagues in public administration from other countries. The conference ends on July 22, 1934, and arrangements have been made for a cruise round the British Isles to commence on July 27, concluding on August 11. Those from Great Britain who cannot attend the conference will be able to join the party at Tilbury on July 28.

The steamer will be the splendid 16,000 tons Belgian liner *Leopoldville* and the itinerary will be Antwerp-Tilbury-Leith-Dumbarton-Liverpool-Port Sunlight-Dublin-Torquay-Cowes-Southampton-Portsmouth-Antwerp. Arrangements can be made for those who so desire to disembark at Southampton or Portsmouth.

The fare, which will include all expenses on board and excursions ashore, but exclude drinks and service, range from 2,700 to 5,500 Belgian francs. At the present rate of exchange, this will be from approximately £23 to £47. This difference in cost is not due to difference in class, but to the quality and position of the cabins.

For those who will be unable to take their holidays at this period of the year there will be another cruise, in the same liner and with a similar itinerary, from August 24 to September 8. Arrangements can be made for passengers from this country to embark at Tilbury and to disembark at Southampton or Portsmouth.

These cruises offer an unrivalled chance of a first-rate "mixed" holiday, as in addition to all the fun of a cruise, there will be talks on the subject of public administration. It is confidently anticipated that representatives from at least twelve countries will be on this cruise and an earnest appeal is made to local government officers in this country to do their utmost to ensure the success of an innovation which

not only provides an ideal holiday, but which promotes a knowledge of our fellow beings far more intimate than unlimited reading could possibly hope to do.

A feature of these cruises is that special accommodation will be provided to berth two hundred students (boys on the first cruise and girls on the second) from the age of 16 years and over.

It will be, for British students, a rare occasion not only to visit those different parts of the British Isles and to learn something about them, but also to be in contact with students from abroad who are interested in the same subject. The fare for students has been reduced to 1,150 Belgian francs (approximately £10) in order to serve the educational purposes of the International Union.

All the towns to be visited are members of the International Union and visits will be organised to suit the demands of those participating in the cruise. It is proposed that conducted tours of London, Edinburgh, Glasgow, Loch Lomond, Chester, Manchester, Dartmoor and the Isle of Wight shall form part of the programme.

Further information on this subject may be obtained from the general secretary and director, International Union of Local Authorities, 3bis Rue de la Regence, Brussels, or from Mr. L. Hill, general secretary, National Association of Local Government Officers, 24 Abingdon Street, Westminster, S.W.1.

## "HELP YOURSELF" RESULTS

(Continued from preceding page)

Voucher No.	Gift No.	Name	Branch	Gift
C.Y. 776	160	Sladin, Mr. E.	Ashton-under-Lyme	Small chest Absolu's tea.
D.M. 131	182	Stubbs, Mr. S. A.	Doncaster	Half pound "No. 10 Rubbed Navy Cut" every month for a year.
D.O. 196	291	Spensley, Mr. R.	Wellingborough	Twenty-five bush roses, value £1 5s.
D.H. 1075	1172	Sharland, Mr. E.	Gellygaer	Three bottles cocktail Pegaso.
C.W. 599	1944	Sillitoe, Mr. W. C.	Baling	"Swan" self-filling pen, value 17s. 6d.
C.Y. 1501	1982	Slowe, Mr. J. A.	Burnley	Six bottles cyder.
D.P. 599	75	Thompson, Mr. J. H.	Newcastle-on-Tyne	Two-drawer oak cabinet, containing ninety-six pieces of Community plate and cutlery; value £24.
D.G. 248	279	Thomas, C. E.	Manchester	An Irish ham.
D.J. 1433	90	Weeks, Miss V. M.	Newport (Mon.)	Full-size down quilt in art silk taffeta or a pair single size ditto.
D.J. 175	148	Watson, Mrs.	Aberdare	Suit of winter-weight "Aertex" underwear, value 19s. 6d.
N.K. 1137	244	Whitehouse, Miss	Smethwick	Oak canteen, containing sixty pieces Community plate and cutlery, value £15.
D.Q. 18	366	Williams, Mr. L. B.	East Ham	Pair of fish servers in case.
D.F. 1848	439	Williams, Mr. J.	Monmouth C.C.	Pair of Surrey fowls.
D.F. 219	1047	Wright, Miss R.	Gosport	Collection of sweet pea seeds, a book on how to grow them, and a bag of special fertiliser, value £1 1s.
N.M. 1067	1150	Wetherhead, Mr. F.	Brighton	Parcel of Christmas cards printed with name and address, value £1 11s. 6d.
D.D. 1783	1451	Wade, Mr. S. T.	Norfolk C.C.	Three pairs "Klings" ladies' hose.
N.K. 756	1600	Watson, Mr. A. O. V.	Newark	Opal and hand-wrought silver filigree ring.
D.O. 23	1611	Wardle, Mr. D. A. S.	Nottingham	Four pound veal and ham pie or pork pie.
D.H. 251	1790	Williams, Mr. D. L.	Aberdare	Toilet or fancy goods, value 15s.
D.K. 553	1816	Williams, Mr. H. D.	Llanelli	Four jars furniture cream, four tins floor polish, and six cloths.
C.Z. 84	1840	Whitney, Mr. G.	Oldham	"Easiwork" mahogany tea wagon, value £1 15s.
D.A. 1310	1987	Waite, Mr. T.	Berwick-on-Tweed	"Robbie" loose leaf photograph album, with extra wafers, mounting board and T square, value £1 1s.
SELLERS' SPECIAL GIFTS				
	37	Beger, Mr. O. C.	Cambridge C.C.	Box of three tablets soap each month for a year.



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BRIDGE FORUM

By NEVILLE HOBSON

Competition

The questions in the November Competition were intended to emphasise some important principles in the play of the hand, and the answers call for consideration in certain respects.

Leads

The first three questions asked for the correct lead by the first player at No Trumps, and followed the generally accepted lines.

So far as question No. 3 was concerned, I gave the King of Spades as the correct lead (as against the King of Clubs), on the assumption that a bid of No Trumps, as an alternative to a major suit, is frequently dictated by the superiority of holdings as regards the minor suits.

Lead of Fourth Highest

This test affords a good opportunity to consider the correct lead from A.K.x.x.x, the generally accepted answer being the fourth highest. In view, however, of the divergence of opinion on this point, I accepted as correct a lead of either of the two lowest cards, owing to the increasing realisation that a lead of the fourth highest in every case frequently gives to the Declarer more valuable information than that afforded to the Partner of the leader.

Mr. Frank England, in a recent issue of the *Evening Standard*, records his definite opinion that it is not wise in practice to lead the fourth best, and he considers that the balance of advantage has turned definitely against such a lead, so as to leave the Declarer guessing as to the length of the suit.

This convention arose from the Eleven Rule, i.e. if (say) the 6 of Spades were led, this would indicate that there were five cards (eleven minus six equals five) out in the remaining three hands, which were higher than the card led.

This enabled the Partner, and also the Declarer, both of whom could count the cards in their own hand and in Dummy, to gauge the general position, but it shows in many cases whether the original lead is from four or five cards. E.g. If the 2 of Spades had been led (or the 3 or 4, with the lower card or cards visible in Dummy or a particular player's hand), it would indicate a four-suit only. This knowledge is of great assistance to a Declarer, as the holding of four (as distinct from five or more) may enable him to put the lead through to the Player on his left without sacrificing a sufficient number of tricks to lose the game or contract.

Play of the Cards

The last three questions were taken from tests in that excellent book of Mr. Frank England entitled "Bridge Tips," published at 2s. 6d. by John Lane, The Bodley Head, Ltd., which I can strongly recommend to those who wish to improve their card play.

Prize Winners

I wish to congratulate the prize winners, whose answers were given in a most concise, legible form, and it has been a real pleasure to note the care taken in these directions in the past two competitions.

In a snooker tournament between the Surrey County Council and Wimbledon Branch, each team won three matches, Wimbledon being victorious by an aggregate of 281 points against 262. The winning team was captained by Mr. L. W. King. In the table tennis matches, the result was, Wimbledon 17 and Surrey 1.

Members of the Pontypridd and Rhondda Sections of the County Council Branch held a successful dance in aid of the B. and O. Fund on November 23. The dance was arranged by a committee, with Mr. A. H. Woods (chairman) and Mr. H. D. Williams (hon. secretary).

SPORTS ACTIVITIES

Metropolitan Competitions

The Bowls Section of the Metropolitan District Sports and Recreations Sub-Committee has concluded its tenth season in splendid fashion. The competitions have again drawn larger entries and the keenness displayed has resulted in the laurels of two competitions, finding new resting places for a year. Thirty-one branches participated in the various competitions, newcomers being Acton, Barking, Bermondsey, and Stoke Newington.

RINK.—The final was won by Surrey "A" with 36 shots against Wealdstone's 8 shots.

PAIRS.—The final resulted in a win for Paddington.

SINGLES.—In the final Buckley (Erith) proved successful by 21 shots to 19.

The result of the matches were:—

- v. Civil Service .. .. lost by 30
- v. London County Council Staff .. lost by 29
- v. Southern District .. .. won by 36
- v. London Welsh .. .. won by 16
- v. Central Croydon .. .. won by 13

Cheshire County Officers F.C.

The Cheshire Branch, after a successful season of summer sport, which included a new enterprise in the formation of a swimming club, and a tennis competition for a cup kindly given by Mr. G. C. Scrimgeour, the Clerk of the County Council, have initiated a football club. From one or two inter-departmental matches, it became evident that there was the nucleus of a good team. The club has already fully justified its existence, both from the playing point of view and from the social. Up to a recent date the club had won five matches and lost three—not a bad record. On Saturday, December 2, they met friendly rivals in the Chester Municipal Officers' Football Club, on the ground of the latter, and after a very good game, which was fought in a fast and friendly spirit, the Cheshire County Officers ran out winners by a score of 3-0. The return match has been fixed for February 10, and is being looked forward to with every keenness. The Cheshire County Officers will play matches with any N.A.L.G.O. team within a radius of thirty miles of Chester.

Inter-Branch Games

On November 29 the first of the winter games between Oldham and Stockport Branches took place at Oldham. Eight games were played at billiards, and eight hands at whist. In the former the results were even, but Oldham took the verdict by 15 points. At whist, Stockport were victorious in six of the games, the balance in their favour being 21 points. At the conclusion of the games, after an appetising supper tackled in the true Lancastrian and Cheshire way, Mr. R. Willacy, President of the Stockport Branch, expressed thanks to their Oldham friends for their kindly hospitality and welcome. In thanking Mr. Willacy for his appreciative remarks, Mr. J. Keast, J.P., Chairman of the Oldham Branch, said the ties which bound Stockport and Oldham together were greater than those of common friendship, and he was sure that such relations would long continue.

Mr. C. Hayes, captain, has been the star of Kidderminster N.A.L.G.O. Football Club this season. The record is as follows: Played 7, won 4, lost 3, drawn 0; goals for 24, against 25. The goal-scorers were: C. J. Brooks (7), A. W. Gethin (4), E. C. T. Stratford (4), S. D. Fletcher (4), K. R. Hunt (2), A. J. Richens (1), G. C. Davies (1), J. R. Harris (1).

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BOURNEMOUTH.—"Belfield," St. John's Road, Boscombe. Three minutes sea, shops. Excellent food and cooking, separate tables; gas fires, bedrooms; garages. Terms, 2½ gns.

BOURNEMOUTH.—Rosedean Private Hotel. Beautiful position Eastcliff. Highly recommended N.A.L.G.O. members for comfort, cuisine, service.—D. H. Mosley, of Nottingham.

BOURNEMOUTH.—"Newark," 65 St. Michael's Road. Ideal situation on West Cliff. Board-residence or apartments. Two minutes sea, near chines, pier and pavilion; central for everything. Modern conveniences; separate tables; varied menu. Enjoy your next holiday at a house where every comfort, absolute cleanliness, and good cooking are personally assured by the proprietors.—Mr. and Mrs. Pyne.

BOURNEMOUTH.—Beautifully situated, overlooking sea, pier, and chine. Comfortable, homely, good table. Garages. Board-residence from 2 gns. winter; 2½ gns. summer.—Sibley, Boscombe Lodge Private Hotel, Spa Road. Phone: Boscombe 974. N.A.L.G.O. member welcomes others.

BOURNEMOUTH.—"Suncliff," Cliffedge, Eastcliff, overlooking pier. Lift, central heating, h. and c. water, gas fires all rooms, sea-water baths, artificial sunlight. Garages. Excellent catering; from 3½ gns. Phone 930.

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HASTINGS.—"Holmesdale," Private Hotel, 9 Holmesdale Gardens. Comfortable. Near sea. Highly recommended. From 42s., according season.—Proprietresses, ex-N.A.L.G.O. members.

SCARBOROUGH.—"El-Wedy" Boarding House, Columbus Ravine, near entrance Peasholm Park. Minute sea, pleasure gardens, floral hall. Hot and cold water in all bedrooms. Electric light. Separate tables. Homely comforts. Highly recommended.—Mrs. Bramley and Miss Renshaw. Phone: 1300.

TORQUAY.—Dartmoor Private Hotel, Belgrave Road. Central for all amusements, sea front, and tennis courts. Hot and cold water and electric fires all bedrooms. Entirely redecorated and newly furnished. Special terms to Nalgoties. Tariff and current list of Torquay's attractions on application. Proprietor a Nalgotie.

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# HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"  
"The Wright Encyclopedia of Gardening," etc.

**T**HERE are perhaps a few of us who still cherish certain pet resolutions, which we trot out conscientiously every January. One of these is to put our names and addresses on the order forms of seedsmen and nurserymen which we use as freely as our means permit at this time of year. But does everybody practise that good resolution? Far from it, my friends. The percentage of omissions has probably never been worked out, and never will be, but it is certainly not inconsiderable. Of course every person guilty sends a scathing letter to his particular seedsman within forty-eight hours of sending the order off, demanding to know why the goods have not been delivered, which is human nature all over.

## Natural Manure

A matter crops up at this season which is apt to be tiresome, especially to people living in or near large towns; it is that of getting in a supply of stable or other natural manure. Gladly would all of us let it pass if our experience did not tell us that this messy stuff is particularly beneficial to our soil and plants, especially if our soil is light and our plants—or some of them—are gross feeders. The bother is twofold: the first being that of finding where manure is available at reasonable cost, the second that of getting it on to the place. The much criticised jobbing gardener, who in nine cases out of ten is anything but the pretentious humbug that he is often made out to be, is perhaps the most likely person to help one out of the difficulty. He often knows of a haulier or a cowkeeper who can supply, and of a man, failing himself, who will wheel the manure in when it has been shot at the gate. I would not stand on ceremony if such help turns up, but get the stuff in right away. Nor would I finesse about kind of manure. Cow manure is the most likely and is quite good. There should be twelve to fifteen good-sized barrow-loads in the cartload of well-decayed stuff, and the price, wheeled in extra, will be reasonable at one shilling per heaped barrow-load. As to quantity to obtain, I think the most economical procedure is to give half the garden a good dressing each year rather than to dress the whole lightly, and proceeding thus a suitable quantity is one cartload to every five square rods of ground.

In the cases of Roses and of herbaceous borders generally, manuring will often resolve itself into working manure in between existing plants rather than spreading it for digging in. Here it is wise to fork the manure among the plants and leave it for a time, because then the weather will do a good deal of the necessary work. In practice, there is a lot of difference in working in freshly-placed manure and stuff that has been left on the surface for a few weeks. Try both and you will see—and feel!

## The Hot-bed Frame

Another manure problem crops up when heat rather than food is at issue. Everybody knows that the old decayed manure which is so valuable for plant food is useless for yielding heat, so that when a hotbed is wanted, manure fresh from the stable is needed. Here is another bother, but alleviation may be suggested in that once a suitable supply of fresh manure has been got on to the place, two uses can be obtained from it, one for heat with which to raise young stocks of plants, the other for feeding garden crops when the hotbed is no longer needed.

Think of what can be done with a hotbed frame in the way of raising and bringing on young stock. There are such seedling flowers as Antirrhinums, Dahlias, Lobelias, Petunias, Stocks, Asters, Sweet Peas, tuberous Begonias, Cannas, Hollyhocks, and Salvias, to name only

a few beautiful things; there are cuttings of Chrysanthemums, Bouvardias, etc. And there are vegetables such as Broad and French Beans for early crops, Leeks and Onions for exhibition, Tomatoes and Cucumbers for the first crops, and other vegetables for various purposes. Decidedly there is a strong case for a frame and a hotbed.

Passing on to other matters, may I suggest special attention to bowls and glasses of bulbs this month? The plants are in most cases now at a responsive stage. They have plenty of roots, and the top growth if not much developed (the degree will naturally vary according to previous treatment), is nevertheless healthy. The desiderata now are light and warmth to help on that progressive movement which the plants are themselves feeling under Nature's own impulse. All the plants will be feeling this impulse, and with a few at a time being given special warmth a succession of bloom will be ensured.

Up to the time of writing, the winter has been rather cold, with strong bitter winds, and severe frost. This means that compost ingredients lying in the open air must be very much chilled. Loam and leafmould are the two most important items for composts, and I suggest that suitable quantities of both be put under cover soon, preferably in a comfortably warm place, so that the chill can be got out of them before they are wanted for use. Many amateur gardeners buy loam and leafmould from florists about midwinter, and very wisely, too; but it must not be expected that the ingredients are warm enough for use when received, as the heaps are generally made in the most convenient part of the nursery, which may or may not be the warmest.

## Disposing of Refuse

One more tiresome subject, and I have done with them, for this month at all events. I have in mind that pile of more or less soft vegetable refuse which has a way of accumulating in gardens and at midwinter has become so sodden as to be almost beyond economical reduction by fire. The best way of disposing of it is generally to make a trench and bury it. Amateurs are often pleasantly surprised at the quantity which can be disposed of in one moderate-sized trench with a minimum of trouble. And with a light dressing of manure nearer the surface to give the plants a start, very fine lots of Sweet Peas can be grown in such a trench. It will be found that Peas which have been disbudded to one stem will produce late in the season an immense quantity of new shoots if they have got their roots down into the rotting stuff right below, and with a little judgment these shoots can be made use of for late bloom.

## VALUE OF DEBATES

An interesting innovation, recorded in the twenty-seventh annual report of the Executive Committee of the Leeds Branch of the Association, was a debate arranged on the question of sweepstakes legislation, in the light of which the Executive Committee suggest that a really good debating society would be an acquisition of some value to the branch. Undoubtedly the report states, such an organisation would form a splendid training ground in self-expression and the power of reasoned argument "which seems strangely lacking in the present generation." The newest activity of the branch, and one inaugurated with considerable success, is its operatic and dramatic society. A comedy, "Lucky Dip," is to be produced in February next.

Reference was made to the excellent services of Mr. R. Ambler, formerly Chairman of the Executive Committee, who retired during the year.

# MUSICAL NOTES

SIBELIUS

By L. STEANE

**T**HE English are unusually quick in their admiration for a foreign personality, but the case of Jean Sibelius stands as a rare exception. There are those who would unhesitatingly place him in the same realm of greatness as Beethoven, and those who are obviously dubious, who suffer probably more than anything else, from an inability to adapt themselves to his northern idiom, and this should be conquered before all other considerations. The often stark and barren outlines found in most of his music are merely forms of northern expression, and it is no more surprising to find Sibelius assuming this "cold" disposition than it is natural to associate sensuous melody and warmth of colour with such names as Mascagni and Puccini. Even the tone-poem, "En Saga" (Op. 9), one of the first of Sibelius's serious works to be appreciated in this country, is most acutely northern in feeling, the whole of it being conceived in a minor mode. But it is, nevertheless, a finely wrought piece of craftsmanship.

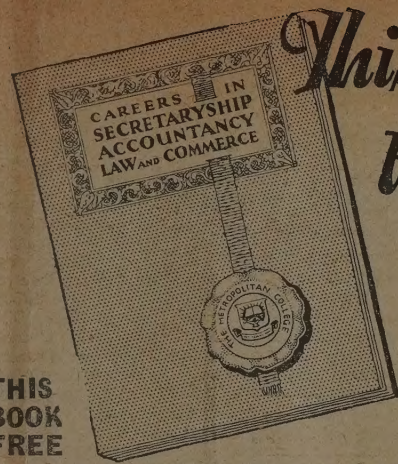
The list of Sibelius's works is surprisingly varied when one dwells upon the significance of his ambitious creations. There are quite a good number of songs and numerous pianoforte pieces which are practically unknown in this country. Whether Sibelius's pianistic abilities, like those of Tchaikovsky, are the subject of caustic criticism it is as yet hard to say. The composer has also found much inspiration for his music in the "Kalevala," a compilation of Finnish legend performed by Elias Lönnrot, and Opus 22 alone comprises four "legends" for orchestra based on episodes from the great epic. Besides smaller works for violin and piano, etc., there is a generous contribution of music for plays—"King Christian II," "Kuolema," "The Tempest," to name but three. What is more difficult to believe, Sibelius has written several cantatas. But the symphonies overshadow all (with the possible exception of the "legends" and tone-poems), and, as with many other great composers, the orchestra remains with Sibelius the true medium of expression. In fact, the orchestra has seldom before been allowed to shout so forcibly its right of existence.

The eagerly awaited appearance of his last (eighth) symphony will coincide happily with the equally keen interest centred in Sir Edward Elgar's Third Symphony, which is on the way. As these works will, in all probability, signalise the ultimate symphonic attainments of both composers, special significance is attached to them, and increased attention will be drawn to their constructive properties. Sibelius possesses an almost uncanny sense of symmetry. This is apparent in the early "En Saga," but in the later and bigger works his architectural genius is so strongly brought to bear that one gains from them the impression of a wonderfully created monument. He appreciates the full significance of small motives and their derivatives and is very definite in his method of expression. Indeed, whilst steering clear of many clever "discoveries" obtained in the orchestral palette he spares no feelings in carrying out most effectively his direct intentions.

The real might of Sibelius lies in the evolutionary phases, and there is a remarkable sense of continual growth; the music lives by reason of inherent greatness which lifts Sibelius head and shoulders above many other famous composers.

The often tense and grim nature of these symphonic utterances is both powerful and moving. It is difficult to blind oneself to the fact that the man is greatly influenced by the indomitable force of Nature, and I am convinced that the Finnish lakes, pine forests, and granite rocks do serve as co-subjects in the essential thoughts of certain of the symphonies, although the reaction to such impulses as they give is often internal rather than external.





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ASSETS	
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Balances with, & Cheques on other Banks .. .. .	13,821,540
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Bills Discounted .. .. .	62,828,431
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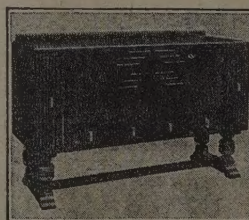
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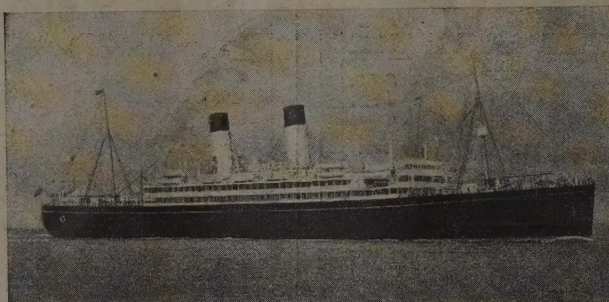
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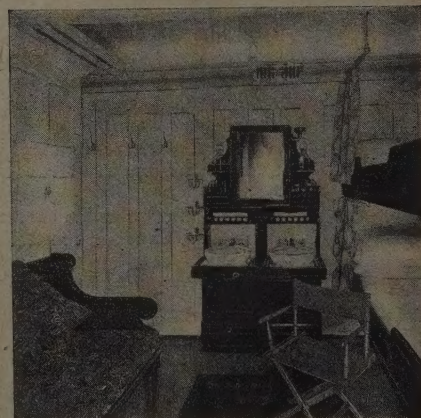
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